

File 15:ABI/Inform(R) 1991-2001/Nov 01
(c) 2001 ProQuest Info&Learning
File 16:Gale Group PROMT(R) 1990-2001/Oct 31
(c) 2001 The Gale Group
File 148:Gale Group Trade & Industry DB 1976-2001/Oct 31
(c)2001 The Gale Group
File 160:Gale Group PROMT(R) 1972-1989
(c) 1999 The Gale Group
File 275:Gale Group Computer DB(TM) 1983-2001/Oct 30
(c) 2001 The Gale Group
File 621:Gale Group New Prod.Annou.(R) 1985-2001/Oct 31
(c) 2001 The Gale Group

| Set | Items | Description |
|-----|---------|--|
| S1 | 3131908 | EMPLOYEE? OR WORKER? |
| S2 | 3394525 | COMPENSATION OR AWARD OR INCENTIVE OR BENEFIT? |
| S3 | 1996 | PAY()PERIOD OR PAY()CATEGORY? ? |
| S4 | 0 | (SCHEDULE()TIME) (5N) (HOLIDAY()CALENDAR) (5N) (DATE?) (2N) (TIME?) (5N) (OVERTIME OR SPECIAL()PAY) |
| S5 | 0 | PNUNCH()IN |
| S6 | 0 | (SCHEDULE()TIME) (5N) (HOLIDAY()CALENDAR) (5N) (DATE?) |
| S7 | 6144 | SCHEDULE (N) TIME |
| S8 | 116 | HOLIDAY (N) CALENDAR |
| S9 | 3539 | SPECIAL (N) PAY |
| S10 | 67 | OVERTIME (5N) DATE |
| S11 | 6720 | PUNCH()IN OR PUNCH()OUT |
| S12 | 208204 | (CLIENT OR USER) (5N) (INFORMATION OR DATA OR CALCULATION) |
| S13 | 8264326 | COMPUT? OR SOFTWARE OR DATA()BASE OR DATABASE OR PROGRAM |
| S14 | 8264326 | COMPUT? OR SOFTWARE OR DATA()BASE OR DATABASE OR PROGRAM |
| S15 | 695 | NIGHT(5N)TIME(10N) (DIFFERENTIAL OR SHIFT OR PAY) |
| S16 | 14 | NIGHT()TIME(2N) (DIFFERENTIAL OR SHIFT OR PAY) |
| S17 | 13 | RD (unique items) |
| S18 | 69 | S15(S)S13 |
| S19 | 6 | S18 (S) S2 |
| S20 | 5 | RD (unique items) |
| S21 | 51 | NIGHT (2N) (TIME OR SHIFT) (5N) DIFFERENTIAL |
| S22 | 40 | RD (unique items) |
| S23 | 2 | PY<000314 |

reviewed 11/02/01

| L Number | Hits | Search Text | DB | Time stamp |
|-------------|------|--|----------|------------|
| 1 | (4) | variable adj pay | USPAT; | 2001/11/02 |
| - | 87 | 705/32.ccls. | US-PGPUB | 14:33 |
| - | (7) | (time adj attendance)with pay | USPAT; | 2001/11/02 |
| - | 17 | (employee near5 compensation) and category | US-PGPUB | 10:46 |
| - | 47 | employee near5 compensation | USPAT; | 2001/10/25 |
| - | (13) | employee adj compensation | US-PGPUB | 17:34 |
| - | 463 | 705/14.ccls. | USPAT; | 2001/10/25 |
| - | 463 | 705/14.ccls. | US-PGPUB | 17:35 |
| - | (1) | (night adj time)near2 differential | USPAT; | 2001/10/31 |
| - | (1) | (night adj (time or shift) near2 differential) | US-PGPUB | 16:41 |
| - | 25 | (night adj (time or shift) near2 worker?) | USPAT; | 2001/10/31 |
| - | 0 | (night adj (time or shift) near2 compensation) | US-PGPUB | 16:41 |
| - | (1) | (night adj (time or shift) near2 pay) | USPAT; | 2001/10/31 |
| - | 0 | (hazardous near (duty adj pay)) | US-PGPUB | 16:57 |
| - | 0 | (hazardous adj duty) near (pay or compensation) | USPAT; | 2001/10/31 |
| - | (40) | (hazardous adj duty) | US-PGPUB | 16:57 |
| - | 148 | (variable adj (pay or compensation)) | USPAT; | 2001/11/02 |
| | | | US-PGPUB | 10:47 |
| | | | USPAT; | 2001/11/02 |
| | | | US-PGPUB | 10:48 |
| | | | USPAT; | 2001/11/02 |
| | | | US-PGPUB | 11:02 |
| | | | USPAT; | 2001/11/02 |
| | | | US-PGPUB | 11:02 |
| | | | USPAT; | 2001/11/02 |
| | | | US-PGPUB | 11:03 |
| | | | USPAT; | 2001/11/02 |
| | | | US-PGPUB | 11:04 |
| | | | USPAT; | 2001/11/02 |
| | | | US-PGPUB | 11:04 |
| | | | USPAT; | 2001/11/02 |
| | | | US-PGPUB | 11:06 |
| | | | USPAT; | 2001/11/02 |
| | | | US-PGPUB | 14:33 |

08112121 SUPPLIER NUMBER: 17354823 (THIS IS THE FULL TEXT)
NLRB sides with unions on Disney night shift pay. (National Labor Relations Board; Walt Disney World)
Brinkmoeller, Tom
Orlando Business Journal, v12, n7, p1(2)
July 21, 1995
ISSN: 8750-8656 LANGUAGE: English RECORD TYPE: Fulltext
WORD COUNT: 555 LINE COUNT: 00046

TEXT:

Park says contract had typo concerning hours

The National Labor Relations Board has sided with the six-union council that represents more than 18,000 Walt Disney World employees and has filed an unfair labor practices complaint against the company.

Though it is unclear how much a finding against Disney could cost the company, the amount apparently is substantial.

The issue surrounds a portion of the labor contract approved in December 1994 that deals with night shift differential pay. That document awarded an extra 50 cents per hour to employees who work the majority of a shift between 10 p.m. and 4 a.m. Disney argues there was an undiscovered typographical error in the contract it initialed, and that it had verbally agreed to paying the differential to employees who work the majority of their hours between midnight and 6 a.m. The Disney version would encompass a smaller work force.

Vice President of Labor Relations Bill Ward says the unions are trying to take unfair advantage of an honest mistake.

"They know that's not what we agreed to," he says. "Clearly we were not looking to increasing our costs appreciably."

"I've heard some ludicrous figures, up in the millions," of what a negative finding might cost Disney, says Pete Peterson, president of Teamsters Local 385. "I have no idea what it might be."

Peterson's union represents Disney World's bus drivers, walk-around characters and laundry workers.

The Services Trade Council took the matter to the NLRB in February, after the two sides reached an impasse over the issue. After conducting an investigation, the board has concluded there are grounds to believe the company "has failed and refused to execute" the contract and "has unilaterally changed the agreement on night shift premium pay."

The NLRB complaint also says Ward "threatened the union ... with unspecified reprisals if it refused to acquiesce" on the matter. By doing so, Disney "has been interfering with, restraining and coercing employees," the complaint says, and "has been failing and refusing to bargain collectively and in good faith."

Ward calls the charge that names him "totally unfactual." He says he did not issue a threat but cautioned union leaders that if they were going to stick to their literal interpretation, "that sword swings both ways. We told them the company obviously is going to take a different look" at how it deals with the unions in the future.

Harvey Totzke, president of the Service Trades Council, could not be reached for comment. Mike Duffy, president of Service Employees International Union Local 362, says, "The local's pleased the NLRB has agreed with our interpretation of the contract." His union represents Disney's custodial, attractions, tickets and animal care employees.

The Teamsters' Peterson also says he is pleased with the NLRB decision, which has not yet been scheduled to be heard by an administrative law judge. Peterson hopes it does not get that far and "would prefer to negotiate a settlement."

But Ward says Disney will not be doing any negotiating and is ready to fight the issue in the courts for as long as takes to win.

"We're not going to just subscribe to the unions' viewpoint on this matter," he says.

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COMPANY NAMES: Walt Disney World Co.--Cases

INDUSTRY CODES/NAMES: REG Business, Regional
DESCRIPTORS: United States. National Labor Relations Board--Cases;
Amusement parks--Cases; Wages--Cases
PRODUCT/INDUSTRY NAMES: 9108653 (Wages & Hours Regulation); 7996000
(Amusement Parks)
SIC CODES: 7996 Amusement parks
FILE SEGMENT: TI File 148
?

05076658 SUPPLIER NUMBER: 09733097 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Nurses at 28 Kaiser hospitals ratify new CNA contract: salaries to rise 27 percent in 3 years. (California Nurses Association)
Jan 9, 1991
WORD COUNT: 305 LINE COUNT: 00025

COMPANY NAMES: Kaiser Foundation Health Plan Inc.--Contracts
INDUSTRY CODES/NAMES: BUS Business, General
DESCRIPTORS: California Nurses Association--Contracts; Nurses--Labor contracts
FILE SEGMENT: NW File 649

... step was added for nurses with 15 years of experience. Nurses who work the evening **shift** will receive an 11 percent pay **differential**, and **night** nurses will make 17.5 percent on top of day shift salary.
Under the contract...

22/K/30 (Item 10 from file: 148)
DIALOG(R) File 148:(c)2001 The Gale Group. All rts. reserv.

04575558 SUPPLIER NUMBER: 08544874 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Power companies consider varying rate system.
June 13, 1990
WORD COUNT: 213 LINE COUNT: 00017

INDUSTRY CODES/NAMES: INTL Business, International
DESCRIPTORS: Electric utilities--Prices and rates; User fees--Management; Japan--Business and industry
GEOGRAPHIC CODES: AEJA
GEOGRAPHIC NAMES: Japan
SIC CODES: 4911 Electric services
FILE SEGMENT: NW File 649

... CONSUMPTION.
THE COMPANIES WILL STUDY DETAILS OF THE NEW SYSTEM SUCH AS DEFINITION OF DAY **TIME** AND **NIGHT TIME** AND THE **DIFFERENTIAL** OF CHARGES.
THE COMPANIES SAID THEY WILL APPLY TO THE MINISTRY OF INTERNATIONAL TRADE AND...

22/K/31 (Item 11 from file: 148)
DIALOG(R) File 148:(c)2001 The Gale Group. All rts. reserv.

04547191 SUPPLIER NUMBER: 08873311 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Beth Israel hospital - Local 1199. (Developments in Industrial Relations)
March, 1990
WORD COUNT: 316 LINE COUNT: 00024

INDUSTRY CODES/NAMES: INSR Insurance and Human Resources; BUS Business, General
DESCRIPTORS: Beth Israel Medical Center (New York, New York)--Contracts; Drug, Hospital and Health Care Employees Union--Contracts; Nurses--Labor contracts
SIC CODES: 8631 Labor organizations; 8062 General medical & surgical hospitals
FILE SEGMENT: MI File 47

... masters and doctorates to \$1,200 (previously, \$700 and \$1,000, respectively). The evening and **night shift differential** was raised \$800 annually (to \$4,800) in the first year of the contract and...

22/K/32 (Item 12 from file: 148)
DIALOG(R) File 148:(c)2001 The Gale Group. All rts. reserv.

03865134 SUPPLIER NUMBER: 07053614 (USE FORMAT 7 OR 9 FOR FULL TEXT)

is that...

17/K/10 (Item 4 from file: 148)

DIALOG(R) File 148: (c)2001 The Gale Group. All rts. reserv.

04876427 SUPPLIER NUMBER: 09222922 (USE FORMAT 7 OR 9 FOR FULL TEXT)

EC directive may disrupt ports: container terminals may be hit by a proposed EC directive on night working.

Nov 12, 1990

WORD COUNT: 852 LINE COUNT: 00068

INDUSTRY CODES/NAMES: TRAN Transportation, Distribution and Purchasing
DESCRIPTORS: European Community--Economic policy; Marine terminals--
Services; Marine cargo handling industry--Laws, regulations, etc.
GEOGRAPHIC CODES: E
GEOGRAPHIC NAMES: Europe
SIC CODES: 4491 Marine cargo handling
FILE SEGMENT: TI File 148

... of any effort at EC level to win approval for a new directive covering port **shift** and **night -time** working.

But they made clear that such action would not be welcome.

A port spokesman...

17/K/11 (Item 5 from file: 148)

DIALOG(R) File 148: (c)2001 The Gale Group. All rts. reserv.

04575558 SUPPLIER NUMBER: 08544874 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Power companies consider varying rate system.

June 13, 1990

WORD COUNT: 213 LINE COUNT: 00017

INDUSTRY CODES/NAMES: INTL Business, International
DESCRIPTORS: Electric utilities--Prices and rates; User fees--Management;
Japan--Business and industry
GEOGRAPHIC CODES: AEJA
GEOGRAPHIC NAMES: Japan
SIC CODES: 4911 Electric services
FILE SEGMENT: NW File 649

... COMPANIES WILL STUDY DETAILS OF THE NEW SYSTEM SUCH AS DEFINITION OF DAY TIME AND **NIGHT TIME** AND THE **DIFFERENTIAL** OF CHARGES.

THE COMPANIES SAID THEY WILL APPLY TO THE MINISTRY OF INTERNATIONAL TRADE AND...

17/K/12 (Item 6 from file: 148)

DIALOG(R) File 148: (c)2001 The Gale Group. All rts. reserv.

04144076 SUPPLIER NUMBER: 07873524 (USE FORMAT 7 OR 9 FOR FULL TEXT)

The makewhole remedy in California agriculture.

Oct, 1989

WORD COUNT: 6618 LINE COUNT: 00523

SPECIAL FEATURES: illustration; table
INDUSTRY CODES/NAMES: INSR Insurance and Human Resources; GOVT
Government and Law; BUS Business, General
DESCRIPTORS: California. Agricultural Labor Relations Board--Powers and
duties; United Farm Workers--History; California--Agricultural policy
GEOGRAPHIC CODES: NNUSWCA
FILE SEGMENT: LRI File 150

... 0.32 percent of annual earnings. Finally, all other fringe benefits, such as additional overtime, **night time** premium pay, bereavement pay, sick leave, rest periods, and jury duty pay, were assumed

22/K/11 (Item 11 from file: 15)
DIALOG(R) File 15:(c) 2001 ProQuest Info&Learning. All rts. reserv.

00121819 80-15797

Employment Promotion Through Fuller Utilisation of Industrial Capacity
May/Jun 1980

DESCRIPTORS: Production capacity; Capacity; Industrial development;
Economic planning; LDCs; Economic development; Unemployment; Shifts
CLASSIFICATION CODES: 5300 (CN=Production management); 1100 (CN=Economics)

...ABSTRACT: could be made to make shift work more attractive to workers without an economically burdensome **shift differential** for **night** and holiday work.

22/K/12 (Item 12 from file: 15)
DIALOG(R) File 15:(c) 2001 ProQuest Info&Learning. All rts. reserv.

00095754 79-10765

Multi-Shift Warehousing-Is It Feasible?
May 1979

DESCRIPTORS: Distribution; Multiple; Shifts; Graveyard shifts; Problems;
Warehouses; Many companies; Feasibility; Advantages
CLASSIFICATION CODES: 7400 (CN=Distribution); 6100 (CN=Human resource planning); 5100 (CN=Facilities management)

...ABSTRACT: in second and third shift operations, productivity and morale tend to be lower and a **night - shift differential** must be paid. Distribution Centers, Inc. operates 2 shifts. Selective picking operations are performed at...

22/K/13 (Item 1 from file: 16)
DIALOG(R) File 16:(c) 2001 The Gale Group. All rts. reserv.

06879086 Supplier Number: 58274133 (USE FORMAT 7 FOR FULLTEXT)
Minnesota Nurses Association: Contract Enhancements Negotiated for Two Nursing Bargaining Units.

Dec 16, 1999

Word Count: 339

PUBLISHER NAME: PR Newswire Association, Inc.

INDUSTRY NAMES: BUS (Business, General); BUSN (Any type of business)

... the extra four-hour half shift and \$25.00 for a full additional 8-hr **shift . Night shift differential** increased ten cents from \$.65 to \$.75 per hour. In addition, wage increases create incentives...

22/K/14 (Item 2 from file: 16)
DIALOG(R) File 16:(c) 2001 The Gale Group. All rts. reserv.

06367887 Supplier Number: 54728008 (USE FORMAT 7 FOR FULLTEXT)
The Boston Globe and Boston Globe Employees Association, Local 3245 of The Newspaper Guild-CWA Reach a New Three-Year Labor Agreement.

May 26, 1999

Word Count: 754

PUBLISHER NAME: Business Wire

COMPANY NAMES: *Boston Globe

GEOGRAPHIC NAMES: *1USA (United States)

PRODUCT NAMES: *2711000 (Newspapers)

INDUSTRY NAMES: BUS (Business, General); BUSN (Any type of business)

SIC CODES: 2711 (Newspapers)

NAICS CODES: 51111 (Newspaper Publishers)

SPECIAL FEATURES: LOB; COMPANY

information)
GEOGRAPHIC NAMES: *9JAPA (Japan); 4EUUK (United Kingdom)
PRODUCT NAMES: *4811593 (Voice Mail Services)
INDUSTRY NAMES: INTL (Business, International)
NAICS CODES: 51339 (Other Telecommunications)
SPECIAL FEATURES: COMPANY

(USE FORMAT 7 FOR FULLTEXT)

TEXT:

...Japan. The companies claim that since the service will be able to take advantage of **night** rates, because of the **time differential** between the two countries, the charges for the service will be low.

22/K/21 (Item 1 from file: 148)

DIALOG(R) File 148:(c)2001 The Gale Group. All rts. reserv.

13624752 SUPPLIER NUMBER: 76519909 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Sutter nurses say yes. (Brief Article)

July 6, 2001

WORD COUNT: 650 LINE COUNT: 00052

INDUSTRY CODES/NAMES: BUSN Any type of business; REG Business, Regional

DESCRIPTORS: Sutter Roseville Medical Center--Labor contracts; Health care industry--California; Nurses--Labor contracts

GEOGRAPHIC CODES/NAMES: 1USA United States; 1U9CA California

PRODUCT/INDUSTRY NAMES: 8060000 (Hospitals); 8043100 (Nurses)

EVENT CODES/NAMES: 280 Personnel administration

SIC CODES: 8060 Hospitals; 8049 Offices of health practitioners, not elsewhere classified

NAICS CODES: 622 Hospitals; 621399 Offices of All Other Miscellaneous Health Practitioners

FILE SEGMENT: TI File 148

... the evening shift was upped to \$1.90 an hour from \$1.25 an hour. **Differential** pay for the **night shift** was increased to \$3.30 an hour, up from \$2.60 an hour. Extra pay...

22/K/22 (Item 2 from file: 148)

DIALOG(R) File 148:(c)2001 The Gale Group. All rts. reserv.

13493511 SUPPLIER NUMBER: 75288598 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Oldham has had race riots, just as I warned. (Brief Article) (Column)

May 21, 2001

WORD COUNT: 689 LINE COUNT: 00055

DESCRIPTORS: Race relations--United Kingdom; Riots--United Kingdom; Pakistanis--Race relations; Oldham, England--Race relations

GEOGRAPHIC CODES/NAMES: 4EUUK United Kingdom

FILE SEGMENT: MI File 47

... fellow Asian workers in the mills. Whites had the best jobs; Asians slaved on the **night shift**. The wage **differential** underpinned social superiority. I got the impression that Pakistanis were saying: "It's our time..."

22/K/23 (Item 3 from file: 148)

DIALOG(R) File 148:(c)2001 The Gale Group. All rts. reserv.

11597759 SUPPLIER NUMBER: 56328055 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Advice prn.

Oct, 1999

WORD COUNT: 1130 LINE COUNT: 00089

INDUSTRY CODES/NAMES: BUSN Any type of business; HLTH Healthcare -
Medical and Health
FILE SEGMENT: TI File 148

... aspirate.
SALARY DIFFERENTIAL
Reaping dividends
During the past 8 years, I've been paid a **shift differential** for
working the **night shift**. This extra money is the only reason I've
continued working nights.
Now management has...

22/K/24 (Item 4 from file: 148)
DIALOG(R) File 148:(c)2001 The Gale Group. All rts. reserv.

08604576 SUPPLIER NUMBER: 18163021 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Labor-management bargaining in 1995. (collective bargaining)
Jan-Feb, 1996
WORD COUNT: 19739 LINE COUNT: 01580

INDUSTRY CODES/NAMES: BUS Business, General; INSR Insurance and Human
Resources
DESCRIPTORS: United States. National Labor Relations Board--1996; AFL-CIO
--Acquisitions, mergers, divestments; Labor unions--Acquisitions,
mergers, divestments; Collective bargaining--1996
PRODUCT/INDUSTRY NAMES: 9108650 (Labor Regulation & Services); 8630000
(Labor Unions)
SIC CODES: 8631 Labor organizations
FILE SEGMENT: MI File 47

... percent wage increase and a COLA review in the fourth year. It also
reduced the **night-shift differential**, but provided a one-time
payment to employees who worked the night shift in fiscal 1995.
On November 20, the...

22/K/25 (Item 5 from file: 148)
DIALOG(R) File 148:(c)2001 The Gale Group. All rts. reserv.

08112121 SUPPLIER NUMBER: 17354823 (USE FORMAT 7 OR 9 FOR FULL TEXT)
**NLRB sides with unions on Disney night shift pay. (National Labor Relations
Board; Walt Disney World)**
July 21, 1995
WORD COUNT: 555 LINE COUNT: 00046

COMPANY NAMES: Walt Disney World Co.--Cases
INDUSTRY CODES/NAMES: REG Business, Regional
DESCRIPTORS: United States. National Labor Relations Board--Cases;
Amusement parks--Cases; Wages--Cases
PRODUCT/INDUSTRY NAMES: 9108653 (Wages & Hours Regulation); 7996000
(Amusement Parks)
SIC CODES: 7996 Amusement parks
FILE SEGMENT: TI File 148

... issue surrounds a portion of the labor contract approved in
December 1994 that deals with **night shift differential** pay. That
document awarded an extra 50 cents per hour to employees who work the...

22/K/26 (Item 6 from file: 148)
DIALOG(R) File 148:(c)2001 The Gale Group. All rts. reserv.

06146331 SUPPLIER NUMBER: 12800551 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Lengthy dispute ends at Ravenswood. (Ravenswood Aluminum Corp.)
Sept, 1992
WORD COUNT: 1583 LINE COUNT: 00123

having to leave their sofas. HSBC launched the service after 74% of its customers...

20/K,3/31 (Item 7 from file: 583)
DIALOG(R)File 583:Gale Group Globalbase(TM)
(c) 2001 The Gale Group. All rts. reserv.

09085255
Jarvis shares hit after warning on coast of strikes
UK: JARVIS INDUSTRIAL DISPUTES TO END
The Times (TS) 07 Apr 1999 p. 25
Language: ENGLISH

... are calculated. Under the proposed changes, members of the RMT will receive a higher basic **pay** but **night time** and weekend working will no longer be classed as overtime. This should give the company...

20/K,3/32 (Item 8 from file: 583)
DIALOG(R)File 583:Gale Group Globalbase(TM)
(c) 2001 The Gale Group. All rts. reserv.

06666277
One 2 One seeks boost
UK: ONE 2 ONE SET TO INCREASE MARKET SHARE
Guardian (GN) 04 Aug 1998 p.19
Language: ENGLISH

... call allowance and a charge of 5pence on local and national call rates on various **time** plans for calls made in the evening, **night -time** or weekend. Free voicemail will be offered to those who pre-**pay** and those signing up to One 2 One between August 10 and October 25 1998...

20/K,3/33 (Item 9 from file: 583)
DIALOG(R)File 583:Gale Group Globalbase(TM)
(c) 2001 The Gale Group. All rts. reserv.

06649017
Bakery creating more lines as expansion continues
AUSTRALIA: COOLEY TO EXPAND OPERATION
Foodweek & Liquor Week (XBS) 12 May 1998 P.7
Language: ENGLISH

... of new product lines. Meanwhile, in response to the overwhelming sales, it would start a **night shift** in 2 weeks' **time** to boost output. Cooley believed that its success stemmed from its individually wrapped cakes which ...

20/K,3/34 (Item 10 from file: 583)
DIALOG(R)File 583:Gale Group Globalbase(TM)
(c) 2001 The Gale Group. All rts. reserv.

06381031
Sozialpartner einigten sich auf Gesetz ber Nachtarbeit
AUSTRIA: AGREEMENT ON NIGHT-TIME WORK
Der Standard (XGO) 18 Oct 1996 p.27
Language: GERMAN

... and women working at night. From 2001, workers in night shifts will get 6 minutes **time** off for each hour. This is in addition to the higher **pay** for **night time** work.

20/K,3/35 (Item 11 from file: 583)

17/K/1 (Item 1 from file: 15)
DIALOG(R)File 15:(c) 2001 ProQuest Info&Learning. All rts. reserv.

01139642 97-89036

USE FORMAT 9 FOR FULL TEXT

Empowering service workers at Harvester Restaurants WORD COUNT: 6438

LENGTH: 16 Pages

1995

COMPANY NAMES:

Harvester Restaurants

GEOGRAPHIC NAMES: UK

DESCRIPTORS: Case studies; Restaurants; Employee empowerment; Corporate culture; Human resource management; Quality of service

CLASSIFICATION CODES: 5320 (CN=Quality control); 6200 (CN=Training & development); 8380 (CN=Hotels & restaurants); 9110 (CN=Company specific); 9175 (CN=Western Europe); 2500 (CN=Organizational behavior)

...TEXT: or between departments. For example, another restaurant member said, ("We had this problem with the **night -time shift** . They kept leaving the table layout as it had been for their shift and we...

17/K/2 (Item 2 from file: 15)
DIALOG(R)File 15:(c) 2001 ProQuest Info&Learning. All rts. reserv.

00788950 94-38342

USE FORMAT 9 FOR FULL TEXT

French lessons strike home WORD COUNT: 883 LENGTH: 1 Pages

Nov 1993

COMPANY NAMES:

Air France (DUNS:27-514-8690)

GEOGRAPHIC NAMES: France

DESCRIPTORS: Case studies; Airline industry; Corporate planning; Layoffs ; Strikes; Impacts; Debt restructuring

CLASSIFICATION CODES: 9175 (CN=Western Europe); 9110 (CN=Company specific); 8350 (CN=Transportation industry); 6300 (CN=Labor relations); 2310 (CN=Planning); 3100 (CN=Capital & debt management)

...TEXT: salary freeze affecting its lowest-paid workers. Attempts to reduce the impact of changes to **pay** rates for **night time** and Sunday or holiday working are also under discussion. Air France is proposing to offer...

17/K/3 (Item 1 from file: 16)
DIALOG(R)File 16:(c) 2001 The Gale Group. All rts. reserv.

07559265 Supplier Number: 63253910

UK: STRIKE ACTION AT PEUGEOT.

July 8, 2000

PUBLISHER NAME: Guardian Newspapers Ltd.

COMPANY NAMES: *Peugeot S.A.

EVENT NAMES: *530 (Labor force information)

GEOGRAPHIC NAMES: *4EUUK (United Kingdom); 4EUFR (France)

PRODUCT NAMES: *3711100 (Automobiles); 3075200 (Plastic Transport Equipment Parts)

INDUSTRY NAMES: BUSN (Any type of business); INTL (Business, International)

SIC CODES: 3711 (Motor vehicles and car bodies); 3080 (Miscellaneous Plastics Products, NEC)

NAICS CODES: 336111 (Automobile Manufacturing); 326199 (All Other Plastics Product Manufacturing)

SPECIAL FEATURES: COMPANY

ABSTRACT:

to add 4...

17/K/13 (Item 7 from file: 148)
DIALOG(R) File 148: (c) 2001 The Gale Group. All rts. reserv.

03500565 SUPPLIER NUMBER: 06321829 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Index of employers. (hospital profiles) (Nursing Opportunities supplement)
Jan, 1988
WORD COUNT: 210302 LINE COUNT: 18943

SPECIAL FEATURES: illustration; photograph
INDUSTRY CODES/NAMES: HLTH Healthcare
DESCRIPTORS: Nurses--Recruiting; Hospitals--Directories
SIC CODES: 8049 Offices of health practitioners, not elsewhere
classified; 8062 General medical & surgical hospitals
FILE SEGMENT: TI File 148

... FOR NURSES

Financial: Salaries are highly competitive and commensurate with
education and experience, Evening and **night shift** differentials Ten
paid holidays. Time and one-half for holidays worked Paid bonuses for
working...

20/K,3/1 (Item 1 from file: 2)
DIALOG(R)File 2:INSPEC
(c) 2001 Institution of Electrical Engineers. All rts. reserv.

6745673 INSPEC Abstract Number: C2000-12-1290L-015

Title: Improvement on the 2-shift nurse scheduling algorithm
Author(s): Ikegami, A.
Author Affiliation: Seikei Univ., Tokyo, Japan
Journal: Journal of the Operations Research Society of Japan vol.43,
no.3 p.365-81
Publisher: Oper. Res. Soc. Japan,
Publication Date: Sept. 2000 Country of Publication: Japan
CODEN: JORJA5 ISSN: 0453-4514
SICI: 0453-4514(200009)43:3L.365:ISNS;1-G
Material Identity Number: J183-2000-004
Language: Japanese
Subfile: C
Copyright 2000, IEE

...Abstract: for each nurse which specify which days she or he is
feasibly assigned to the **night time shift** with an extra information
that the nurse can or cannot work for the remaining days...

...Identifiers: **night time shift** ;

20/K,3/2 (Item 2 from file: 2)
DIALOG(R)File 2:INSPEC
(c) 2001 Institution of Electrical Engineers. All rts. reserv.

5829088 INSPEC Abstract Number: B9803-8110-048, C9803-3340H-131

**Title: A novel approach for load leveling by means of charging and
discharging time control of electric vehicles**
Author(s): Koyanagi, F.; Uriu, Y.
Author Affiliation: Seikei Univ., Tokyo, Japan
Conference Title: 32nd Universities Power Engineering Conference. UPEC
'97 Part vol.2 p.766-9 vol.2
Publisher: UMIST, Manchester, UK
Publication Date: 1997 Country of Publication: UK 2 vol. xxxix+1129
pp.
ISBN: 0 9523165 5 2 Material Identity Number: XX97-03005
Conference Title: Proceedings of Thirty Second Universities Power
Engineering Conference (UPEC'97)
Conference Sponsor: NORWEB; Midlands Electr.; Siemens; Control Tech.; GEC
ALSTHOM T & D; EA Technol
Conference Date: 10-12 Sept. 1997 Conference Location: Manchester, UK
Language: English
Subfile: B C
Copyright 1998, IEE

...Abstract: As a countermeasure for avoiding this problem, the authors
propose (1) to introduce the regional **time shift** in the **night**
charging **time**, and (2) to enforce the adverse current by discharging the
contract private use EVs as...

20/K,3/3 (Item 3 from file: 2)
DIALOG(R)File 2:INSPEC
(c) 2001 Institution of Electrical Engineers. All rts. reserv.

5687208 INSPEC Abstract Number: B9710-8370-016

Title: 6 kV switchgear for power capacitor facility
Author(s): Urazumi, K.; Sato, N.
Journal: Takaoka Review vol.44, no.2 p.88-91
Publisher: Takaoka Electric Manufacturing Co,
Publication Date: 1997 Country of Publication: Japan
CODEN: TAKREA ISSN: 0385-9630
SICI: 0385-9630(1997)44:2L.88:SPCF;1-7

Material Identity Number: H762-97003

Language: Japanese

Subfile: B

Copyright 1997, IEE

...Abstract: compensated for by power capacitors changes depending on the magnitude of loading; especially, during low **night time** load, there are occasions in which reactive power **compensation** is not needed and hence power capacitors have to be isolated from the system. This...

20/K,3/4 (Item 4 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2001 Institution of Electrical Engineers. All rts. reserv.

5670630 INSPEC Abstract Number: B9710-8230-002, C9710-3340B-001

Title: Practical use of a load prediction system for supporting district heating and cooling plants operation

Author(s): Kobayashi, S.; Nagaiwa, A.; Yamada, Y.

Author Affiliation: Toshiba Corp., Fuchu, Japan

Journal: Transactions of the Society of Instrument and Control Engineers
vol.33, no.6 p.508-16

Publisher: Soc. Instrum. & Control Eng,

Publication Date: June 1997 Country of Publication: Japan

CODEN: TSICA9 ISSN: 0453-4654

SICI: 0453-4654(199706)33:6L:508:PLPS;1-1

Material Identity Number: T006-97008

Language: Japanese

Subfile: B C

Copyright 1997, IEE

...Abstract: heating and cooling) plants operation. Especially for DHC plants using electricity, it is desirable to **shift** electric power use from daytime to **night-time** by thermal storage. For that purpose it is necessary to make a schedule of the...

20/K,3/5 (Item 5 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2001 Institution of Electrical Engineers. All rts. reserv.

5597658 INSPEC Abstract Number: A9714-8750E-001

Title: Conflicting bright light exposure during night shifts impedes circadian adaptation

Author(s): Mitchell, P.J.; Hoese, E.K.; Liwen Liu; Fogg, L.F.; Eastman, C.I.

Author Affiliation: Biol. Rhythms Res. Lab., St. Luke's Med. Center, Chicago, IL, USA

Journal: Journal of Biological Rhythms vol.12, no.1 p.5-15

Publisher: Sage Science Press,

Publication Date: Feb. 1997 Country of Publication: USA

CODEN: JBRHEE ISSN: 0748-7304

SICI: 0748-7304(199702)12:1L:5:CBLE;1-#

Material Identity Number: D404-97002

Language: English

Subfile: A

Copyright 1997, IEE

...Abstract: greater eveningness on the Morningness-Eveningness Questionnaire. These results show that it is important to **time** bright light appropriately to achieve circadian adaptation to the **night shift** and that individual differences play an important role in the ability of the circadian system...

20/K,3/6 (Item 6 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2001 Institution of Electrical Engineers. All rts. reserv.

5013460 INSPEC Abstract Number: A9517-9430-008

Title: Three-dimensional ring current decay model

Author(s): Mei-Ching Fok; Moore, T.E.; Kozyra, J.U.; Ho, G.C.; Hamilton, D.C.

Author Affiliation: Space Sci. Lab., NASA Marshall Space Flight Center, Huntsville, AL, USA

Journal: Journal of Geophysical Research vol.100, no.A6 p.9619-32

Publication Date: 1 June 1995 Country of Publication: USA

CODEN: JGREA2 ISSN: 0148-0227

U.S. Copyright Clearance Center Code: 0148-0227/95/94JA-03029\$05.00

Language: English

Subfile: A

Copyright 1995, IEE

...Abstract: chromogram, is used to display the spatial and energy dependence of the ring current ion **differential** flux. Important features of storm **time** ring current, such as day-**night** asymmetry during injection and a drift hole on the dayside at low energies (<10 keV...

20/K,3/7 (Item 7 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2001 Institution of Electrical Engineers. All rts. reserv.

04304542 INSPEC Abstract Number: B9301-8110B-102

Title: New cost-based tariffs for low-voltage customers. The reform of the general tariffs in the Federal Republic of Germany

Author(s): Meier, H.

Conference Title: Seventh International Conference on Metering Apparatus and Tariffs for Electricity Supply (Conf. Publ. No.367) p.33-6

Publisher: IEE, London, UK

Publication Date: 1992 Country of Publication: UK xi+308 pp.

ISBN: 0 85296 555 9

Conference Sponsor: IEE

Conference Date: 17-19 Nov. 1992 Conference Location: Glasgow, UK

Language: English

Subfile: B

...Abstract: demand metering than a customer who generates high supply availability costs by setting up short-**time** high demands. Customers who **shift** their electricity consumption from day to **night** when the load is low, will save twofold: under the new tariff the customer will...

20/K,3/8 (Item 8 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2001 Institution of Electrical Engineers. All rts. reserv.

04053168 INSPEC Abstract Number: C9202-3355C-033

Title: Calculation of automated tool changers of flexible manufacturing systems

Author(s): Serdyuk, A.I.; Elagin, V.V.

Journal: Soviet Engineering Research vol.10, no.9 p.73-7

Publication Date: 1990 Country of Publication: USA

CODEN: SORSBW ISSN: 0144-6622

U.S. Copyright Clearance Center Code: 0144-6622/90/\$20.00

Language: English

Subfile: C

...Abstract: ATC ensures uninterrupted supply of tools to the machines under unmanned conditions during a preset **time** segment (autonomous operating cycle), for example during a **night shift**; that all the required tools are placed in the cells of the ATC stores before...

20/K,3/9 (Item 9 from file: 2)
DIALOG(R)File 2:INSPEC
(c) 2001 Institution of Electrical Engineers. All rts. reserv.

03173635 INSPEC Abstract Number: A88089727

Title: Apparent hue of the road traffic light signals in the daytime, at dusk and in the night-time

Author(s): Nakashima, Y.

Journal: Journal of the Illuminating Engineering Institute of Japan
vol.72, no.2 p.109-14

Publication Date: Feb. 1988 Country of Publication: Japan

CODEN: SHGSAR ISSN: 0019-2341

Language: Japanese

Subfile: A

...Abstract: to yellowish-green and a considerable number of signals deviated from the CIE recommendation. Hue **shift** of the green traffic light signals at dusk and in the **night-time** was also pointed out, that is, blue and white components of the green light signals...

20/K,3/10 (Item 10 from file: 2)
DIALOG(R)File 2:INSPEC
(c) 2001 Institution of Electrical Engineers. All rts. reserv.

02284135 INSPEC Abstract Number: A84081668

Title: Time of day variations in steady-state accommodation to square-wave gratings

Author(s): Amerson, T.L.

Author Affiliation: Medical Service Corps, US Naval Reserve, Pensacola, FL, USA

Conference Title: Proceedings of the Human Factors Society 27th Annual Meeting p.254-8 vol.1

Editor(s): Pope, A.T.; Haugh, L.D.

Publisher: Human Factors Soc, Santa Monica, CA, USA

Publication Date: 1983 Country of Publication: USA 2 vol.
(xviii+xv+1063) pp.

Conference Date: 10-14 Oct. 1983 Conference Location: Norfolk, VA, USA

Language: English

Subfile: A

...Abstract: D) occurred for both 4.2 and 8.4 cycle/deg square-wave gratings. A **shift** in steady-state accommodation was found with the **night time** values being somewhat greater (0.25 D) than the morning values.

?

>>>KWIC option is not available in file(s): 77

20/K,3/11 (Item 11 from file: 2)
DIALOG(R)File 2:INSPEC
(c) 2001 Institution of Electrical Engineers. All rts. reserv.

02248180 INSPEC Abstract Number: D84001246

Title: Industrial robots come of age

Journal: Dun's Business Month vol.123, no.2 p.V-Z

Publication Date: Feb. 1984 Country of Publication: USA

CODEN: DBMODB ISSN: 0279-3040

Language: English

Subfile: D

...Abstract: An industrial robot is typically expected to be up and running about 97% of the **time**. This means that traditional patterns of **shift** work, shaped by wage incentives for **night** workers, are in flux. It also means that plant utilization is on the rise. Robots...

20/K,3/12 (Item 12 from file: 2)
DIALOG(R)File 2:INSPEC

(c) 2001 Institution of Electrical Engineers. All rts. reserv.

02081344 INSPEC Abstract Number: B83042151

Title: The timing of EV recharging and its effect on utilities

Author(s): Collins, M.M.; Mader, G.H.

Author Affiliation: General Res. Corp., Santa Barbara, CA, USA

Journal: IEEE Transactions on Vehicular Technology vol.vt-32, no.1

p.90-7

Publication Date: Feb. 1983 Country of Publication: USA

CODEN: ITVTAB ISSN: 0018-9545

U.S. Copyright Clearance Center Code: 0018-9545/83/0200-0090\$01.00

Language: English

Subfile: B

...Abstract: will depend in part on when the vehicles are recharged. If electricity were priced by **time** of day, recharging could **shift** to late **night** hours when the other demands for electricity are low. The peak demand would increase by...

20/K,3/13 (Item 13 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2001 Institution of Electrical Engineers. All rts. reserv.

01991815 INSPEC Abstract Number: A83020098

Title: Mean structure of inland monsoon low

Author(s): Sharma, P.K.; Paliwal, R.K.

Author Affiliation: Air Force Administrative Coll., Coimbatore, India

Journal: Mausam vol.33, no.3 p.333-42

Publication Date: July 1982 Country of Publication: India

CODEN: MAUSDJ ISSN: 0252-9416

Language: English

Subfile: A

...Abstract: the SW sector. The rainfall is more in the SW sector during the evening and **night** and it shows a **shift** in NW sector during the day **time**. The NE sector is the preferred area for Cb development. The wind field is strongest...

20/K,3/14 (Item 14 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2001 Institution of Electrical Engineers. All rts. reserv.

01627321 INSPEC Abstract Number: C81003248

Title: Time and room runs out for the night shift (computer room)

Author(s): Else, L.; Lamb, J.

Journal: Computing vol.8, no.48 p.16-17

Publication Date: 27 Nov. 1980 Country of Publication: UK

CODEN: CPTGB5 ISSN: 0144-3097

Language: English

Subfile: C

Title: Time and room runs out for the night shift (computer room)

20/K,3/15 (Item 15 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2001 Institution of Electrical Engineers. All rts. reserv.

01310408 INSPEC Abstract Number: A79020995

Title: A statistically tested short term oxidant control strategy

Author(s): Chaum, D.; Elkus, B.; Wilson, K.R.; Rice, J.A.

Author Affiliation: Dept. of Chem., Univ. of California, San Diego, La Jolla, CA, USA

Journal: Atmospheric Environment vol.12, no.8 p.1777-83

Publication Date: 1978 Country of Publication: UK

CODEN: ATENBP ISSN: 0004-6981

Language: English

Subfile: A

...Abstract: hydrocarbon and NO/sub x/ emissions, (ii) restriction of morning commuter traffic and (iii) a **shift** of emissions into the evening and **night time** photochemically inactive hours. Since these represent the emissions alterations which usually mark the change from...

20/K,3/16 (Item 16 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2001 Institution of Electrical Engineers. All rts. reserv.

01095392 INSPEC Abstract Number: C77021226

Title: An analysis of the deployment of ambulances in Washington, D.C

Author(s): Ignall, E.J.; Walker, W.E.

Author Affiliation: Columbia Univ., Columbia, NY, USA

Journal: Journal of Urban Analysis vol.4, no.1 p.59-92

Publication Date: April 1977 Country of Publication: UK

CODEN: JURAAC ISSN: 0091-1909

Language: English

Subfile: C

...Abstract: situation that had ten crews on duty around the clock. A 2 a.m. starting **time** for the late **night shift** with eight crews on duty then, and eleven on the other two shifts, would halve...

20/K,3/17 (Item 17 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2001 Institution of Electrical Engineers. All rts. reserv.

00770076 INSPEC Abstract Number: B75022095

Title: New prices and relations in power supply and consumption

Author(s): Hyndra'k, K.; Ruzek, J.

Journal: Elektrotechnik vol.30, no.4 p.99-104

Publication Date: April 1975 Country of Publication: Czechoslovakia

CODEN: EKTRBP ISSN: 0322-9025

Language: Czech

Subfile: B

...Abstract: main aim of the changes are economic pressure on transferring of some of the day-**time** consumption to the **night -time** consumption, decreasing the maximal admissible power consumption; improving the power factor **compensation** ; and improving power consumption planning.

20/K,3/18 (Item 18 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2001 Institution of Electrical Engineers. All rts. reserv.

00588186 INSPEC Abstract Number: A74004583

Title: Effect of neutral winds on ionospheric F-region at a pair of conjugate stations in low latitude

Author(s): Deshpande, M.R.

Author Affiliation: PEL Geophys. Obs., Christchurch, New Zealand

Journal: Annales de Geophysique vol.29, no.1 p.43-7

Publication Date: Jan.-March 1973 Country of Publication: France

CODEN: AGEPA7 ISSN: 0003-4029

Language: English

Subfile: A

...Abstract: greater than that at Rarotonga for a few hours in the early part of the **night** . The observed phase **shift** between the diurnal variation of hmF2 at rarotonga and at Maui, particularly during **night time** , can be attributed to the phase **shift** in vertical drifts induced

by neutral winds at these two stations.

20/K,3/19 (Item 19 from file: 2)
DIALOG(R)File 2:INSPEC
(c) 2001 Institution of Electrical Engineers. All rts. reserv.

00089043 INSPEC Abstract Number: A70002582, B70005696
Title: Influence of the atmospheric temperature on the electron density distribution in the midnight F-region
Author(s): Ruster, R.
Journal: Annales de Geophysique vol.25, no.2 p.499-503
Publication Date: 1969 Country of Publication: France
CODEN: AGEPA7 ISSN: 0003-4029
Language: English
Subfile: A

Abstract: The system of partial **differential** equations describing the behaviour of the **night-time** F-layer embedded in the neutral atmosphere under the influence of gravity, diffusion, viscosity, external...

20/K,3/20 (Item 1 from file: 65)
DIALOG(R)File 65:Inside Conferences
(c) 2001 BLDSC all rts. reserv. All rts. reserv.

01504420 INSIDE CONFERENCE ITEM ID: CN014934273
Prospective and Retrospective Time Estimation during an Acute Night Shift

Dell'Erba, G.; Bellatreccia, A.; Tricarico, M.; Porcu, S.
CONFERENCE: Neurological limitations of aircraft operations: human performance implications-Symposium
AGARD CONFERENCE PROCEEDINGS AGARD CP, 1996; ISSUE 579 P: 34.
NATO, 1996
ISSN: 0549-7191 ISBN: 9283600274
LANGUAGE: English DOCUMENT TYPE: Conference Papers
CONFERENCE SPONSOR: Advisory Group for Aerospace Research and Development Aerospace Medical Panel
CONFERENCE LOCATION: Cologne, Germany
CONFERENCE DATE: Oct 1995 (19951) (19951)

Prospective and Retrospective Time Estimation during an Acute Night Shift

20/K,3/21 (Item 1 from file: 99)
DIALOG(R)File 99:Wilson Appl. Sci & Tech Abs
(c) 2001 The HW Wilson Co. All rts. reserv.

2335652 H.W. WILSON RECORD NUMBER: BAST01045366
It's time to update rest and duty-time rules
Rubin, Rich;
Aviation Week & Space Technology v. 154 no22 (May 28 2001) p. 66
DOCUMENT TYPE: Feature Article ISSN: 0005-2175

...ABSTRACT: regulations permit domestic pilots to be scheduled for 16 hours of duty regardless of the **time** of day or **night**. This **shift** is far too long and constitutes a leading cause of fatigue. It should be decreased...

20/K,3/22 (Item 2 from file: 99)
DIALOG(R)File 99:Wilson Appl. Sci & Tech Abs
(c) 2001 The HW Wilson Co. All rts. reserv.

1175998 H.W. WILSON RECORD NUMBER: BAST94044611
Subjective fatigue of C-141 aircrews during Operation Desert Storm

Neville, Kelly J; Bisson, Roger U; French, Jonathan
Human Factors v. 36 (June '94) p. 339-49
DOCUMENT TYPE: Feature Article ISSN: 0018-7208

ABSTRACT: Airlift crews were exposed to extended work periods, reduced sleep periods, **night** work, and circadian dysrhythmia caused by **shift** work and **time** -zone crossings during Operations Desert Shield and Desert Storm. This research reveals the extent to...

20/K,3/23 (Item 3 from file: 99)
DIALOG(R)File 99:Wilson Appl. Sci & Tech Abs
(c) 2001 The HW Wilson Co. All rts. reserv.

1171737 H.W. WILSON RECORD NUMBER: BAST94040340

The effects of frequently rotating shiftwork on sleep and the family life of hospital nurses

Kurumatani, Norio; Koda, Shigeki; Nakagiri, Shingo
Ergonomics v. 37 (June '94) p. 995-1007
DOCUMENT TYPE: Feature Article ISSN: 0014-0139

...ABSTRACT: shift combination affected their daily activities. The main result was that nurses spent significantly more **time** on free-time activities on the day when they worked the **night shift** followed by the evening **shift** than they did on the day when they worked any other shift combination.

20/K,3/24 (Item 1 from file: 233)
DIALOG(R)File 233:Internet & Personal Comp. Abs.
(c) 2001 Info. Today Inc. All rts. reserv.

00400118 95CW10-104

Graveyard shift: late-night IS staff fight anonymity

Maglitta, Joseph
Computerworld , October 9, 1995 , v29 n41 p1, 123-128, 4 Page(s)
ISSN: 0010-4841
Company Name: New England, The

... benefits. Reports that, according to Bureau of Labor Statistics, 93,000 of 625,000 full-time com operators work on the **night shift** . Includes seven photos and one sidebar. (bjp)

20/K,3/25 (Item 1 from file: 583)
DIALOG(R)File 583:Gale Group Globalbase(TM)
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09527983

IRC tightens food workers rules

AUSTRALIA: IRC CLEARS FOOD WORKER RULES' GREY AREAS
Food & Pack (ANE) Apr 2001 p.45
Language: ENGLISH

...meal breaks clauses and substituting them with: "Where work is performed pursuant to a three **shift** (day, afternoon and **night**) arrangement, the **time** of such meal breaks shall be counted and paid for as time worked.

20/K,3/26 (Item 2 from file: 583)
DIALOG(R)File 583:Gale Group Globalbase(TM)
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09493385

Filial de Altos Hornos de Mexico instaure semana laboral de 57 horas

MEXICO: AHMSA'S BRANCH INCREASES WORKING HOURS
Reforma (Mexico) (UAT) 24 Mar 2001 online

Language: SPANISH

... However, according to the Board of Lawyers, this plan is illegal since the maximum labour **time** is 8 hours per day or 7 hours if it is a **night shift**, while workers of Minerales Monclova are labouring 12 hours per day. Nevertheless, these people are...

20/K,3/27 (Item 3 from file: 583)

DIALOG(R) File 583:Gale Group Globalbase(TM)
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09321188

Peugeot workers vote to strike

UK: STRIKE ACTION AT PEUGEOT

Guardian (GN) 08 Jul 2000 p.24

Language: ENGLISH

... hours per week has been rejected by employees. Although the overall hours are shorter and **pay** and conditions will be improved, the employees are unhappy at a compulsory **night time shift** every other Friday. Peugeot in the UK has also split the working hours between a...

20/K,3/28 (Item 4 from file: 583)

DIALOG(R) File 583:Gale Group Globalbase(TM)
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09287835

Le nouvelles rYgle du travail intYgrent les voeux syndicaux

SWITZERLAND: REVISION OF LABOUR LAW

Le Temps (ANC) 11 May 2000 p.7

Language: FRENCH

...years will come into force on 01 Aug 2000. The main points are the new **compensation** of **night -time** work by an extra 10% of spare **time** and the restriction or prohibition of Sunday work. The trade unions did not succeed to...

20/K,3/29 (Item 5 from file: 583)

DIALOG(R) File 583:Gale Group Globalbase(TM)
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09177977

PrZavis de grYve \ la SNCB/

BELGIUM: STRIKE WARNING AT SNCB

L'Echo (EB) 15 Oct 1999 p.15

Language: FRENCH

...is to protest the shortage of staff, which means that the SNCB employees cannot take **time** off or **compensation** days for **night -time** or week-end work. This warning expires on 3 November 1999.

20/K,3/30 (Item 6 from file: 583)

DIALOG(R) File 583:Gale Group Globalbase(TM)
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09160199

HSBC launches 24-hour TV banking service

UK: TV BANKING FROM HSBC

Daily Telegraph (DT) 16 Sep 1999 p.37

Language: ENGLISH

HSBC has just unveiled a free TV banking service which will eventually enable customers to **pay** bills at any **time** of the day or **night** without

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06335752

7-eleven kringgar fackligt avtal

SWEDEN: 7-ELEVEN EXPANDS, DESPITE LEGAL TROUBLE

Dagens Nyheter (XSU) 08 Jul. 1996 p. A12

Language: SWEDISH

... According to collective bargaining labour regulations, hired employees aren't allowed to sell foodstuffs during **night -time** hours, but owners often circumnavigate these rules by working **night shift** hours themselves, or relying on their relatives. Many of the establishments in the Stockholm region...

20/K,3/36 (Item 12 from file: 583)

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06335584

Acuerdo para reducir la produccion del Polo en VW-Navarra

SPAIN: VOLKSWAGEN COLLECTIVE AGREEMENT REACHED

Diario de Navarra (AAU) 05 Jul 1996 p.39

Language: SPANISH

... the Landaben location will be reduced over the coming months. Under the agreement the Friday **night shift** will disappear and 400 temporary employees will become permanent full-**time** workers. The agreement also includes a clause regarding the possibility of temporary lay-offs in...

20/K,3/37 (Item 13 from file: 583)

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06295718

Itoh spends Y8bn on modernisation project

JAPAN: ITOH PLANS Y 8BN INVESTMENT

Metal Bulletin (MB) 15 Apr 1996 p.32

Language: ENGLISH

...producing bars up to 9.6m in length and 140mm square. The reason for the **night time** only melting **shift** is cheaper electricity costs.

20/K,3/38 (Item 14 from file: 583)

DIALOG(R) File 583:Gale Group Globalbase(TM)

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06283057

primorye trebuet tepla i sveta

RUSSIA: ENERGY DEFICIT BAD IN PRIMORYE KRAI

Kommersant-Daily (XFL) 15 Mar 1996 p.3

Language: RUSSIAN

...those firms that pay for it and raise the tariff for those that do not **pay** their energy bills. Also different prices for day and **night time** electricity are planned.

20/K,3/39 (Item 15 from file: 583)

DIALOG(R) File 583:Gale Group Globalbase(TM)

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06280974

Zeitzuschlag f r Nachtarbeit gestrichen

SWITZERLAND: NEW LAW ON NIGHT-TIME WORK
Der Bund (XGK) 07 Mar 1996 p.19
Language: GERMAN

... work has been passed in Switzerland. The law now defines the term "day" as the **time** between 6 a.m. and 11 p.m., which means that two-**shift** operation is possible without a special **night -time** work permission. Also, the **night -time** working ban for women has been scrapped. The move that has been most criticised by...

20/K,3/40 (Item 16 from file: 583)
DIALOG(R)File 583:Gale Group Globalbase(TM)
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06101299
Irish biscuits fights back to gain market share
IRELAND: IRISH BISCUITS INVESTS IN MARKETING
Sunday Business Post (SBP) 15 Jan 1995 p.5
Language: ENGLISH

...in new job cuts but for the moment the company is has recruited 20 part-**time** staff for the **night shift** in the production plant. The company already saw its number of employees decrease to about...

20/K,3/41 (Item 17 from file: 583)
DIALOG(R)File 583:Gale Group Globalbase(TM)
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06051330
Quality is not a goal but a promise
HONGKONG: SHERATON HIGHLIGHTS "QUALITY"
The HongKong Standard (XKR) 19 Sep 1994 QA p.1
Language: ENGLISH

... that day; and 4, all guest rooms booked will be ready at the contracted arrival **time** - or else, then the client does not **pay** the arrival **night** charges for rooms that are not available. For newcomers to the meeting industry and for...

20/K,3/42 (Item 18 from file: 583)
DIALOG(R)File 583:Gale Group Globalbase(TM)
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04246280
UK AND IRELAND HAVE LONGEST WORK HOURS
EUROPE - UK AND IRELAND HAVE LONGEST WORK HOURS
Financial Times (C) 1991 (FT) 3 May 1991 p13

... The report coincides with attempts by the EC to establish European-wide norms over working **time** by introducing, for example, rest periods between shifts and possibly a maximum **night shift** of eight hours in any 24-hour period. The attempts are being resisted by the...

20/K,3/43 (Item 19 from file: 583)
DIALOG(R)File 583:Gale Group Globalbase(TM)
(c) 2001 The Gale Group. All rts. reserv.

01412032
NISSAN MOVES TO NIGHT SHIFT AT WASHINGTON
UK - NISSAN MOVES TO NIGHT SHIFT AT WASHINGTON
Financial Times (C) 1991 (FT) 2 November 1987 p11

Nissan UK is introducing a **night shift** at its Washington plant for the

first time , part of its move to increase output from 29k in 1987 to 40k in 1988...

20/K,3/44 (Item 20 from file: 583)
DIALOG(R)File 583:Gale Group Globalbase(TM)
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00398241

LAUNCH OF NEW ELECTRONIC MAIL SYSTEM

UK - LAUNCH OF NEW ELECTRONIC MAIL SYSTEM

Business Computing & Communications (BCC) 0 July 1986 p53

Telepost Bufferbox enables anyone with an electronic mail terminal to receive messages at any time of day or night without having to pay bureau charges. It retails at \$595 and messages can be stored or printed out automatically...

20/K,3/45 (Item 1 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
(c) 2001 ProQuest Info&Learning. All rts. reserv.

01337397 ORDER NO: AAD94-07964

CONSTRUCTING IDENTITIES AS "WORKING MOTHERS": TIME, SPACE, AND FAMILY IN A STUDY OF WOMEN HOSPITAL WORKERS (WOMEN WORKERS)

Author: GAREY, ANITA ILTA

Degree: PH.D.

Year: 1993

Corporate Source/Institution: UNIVERSITY OF CALIFORNIA, BERKELEY (0028)

Source: VOLUME 54/10-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3889. 274 PAGES

...addition, hospitals offer scheduling options that have been characteristic of women's labor force participation: **shift** work and part-time employment.

Many of the women interviewed use **night -shift** and part-time schedules to facilitate a construction of themselves as mothers who are available to their children...

20/K,3/46 (Item 2 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
(c) 2001 ProQuest Info&Learning. All rts. reserv.

829101 ORDER NO: AAD83-28000

SPATIAL AND TEMPORAL DISTRIBUTIONS OF TENEBRIONID BEETLES, GENUS ELEODES, IN A GRASSLAND COMMUNITY (COLORADO)

Author: WHICKER, APRIL DEE

Degree: PH.D.

Year: 1983

Corporate Source/Institution: COLORADO STATE UNIVERSITY (0053)

Source: VOLUME 44/08-B OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 2327. 151 PAGES

...occurring 2 - 4 h before sunset and after sunrise. Only 5% of captures were at **night**. Mean time of daily activity either did not **shift** between seasons (*E. extricata*) or did so by 1 - 2 h (*E. hispilabris* and *E...*

...shorter and pay and conditions will be improved, the employees are unhappy at a compulsory **night time shift** every other Friday. Peugeot in the UK has also split the working hours between a...

17/K/4 (Item 2 from file: 16)

DIALOG(R)File 16:(c) 2001 The Gale Group. All rts. reserv.

06464603 Supplier Number: 55609018 (USE FORMAT 7 FOR FULLTEXT)

Grain gain through automation. (Saskatchewan Wheat Pool undergoes major expansion through the addition of new grain elevators)

June, 1999

Word Count: 1456

PUBLISHER NAME: Maclean Hunter Ltd.

COMPANY NAMES: *Saskatchewan Wheat Pool

EVENT NAMES: *220 (Strategy & planning)

GEOGRAPHIC NAMES: *1CSAS (Saskatchewan)

PRODUCT NAMES: *4221000 (Grain Storage); 0110000 (Grains)

INDUSTRY NAMES: BUSN (Any type of business); CONT (Containers and

Packaging); GOVT (Government and Law); INTL (Business, International)

NAICS CODES: 49313 (Farm Product Warehousing and Storage); 1111 (Oilseed and Grain Farming)

SPECIAL FEATURES: LOB; INDUSTRY; COMPANY

... day-time activities devoted to the buying, receiving, storing and shipping of grain, while the **night -time shift** is kept busy cleaning and drying the grain. Expanded operations have necessitated new requirements for...

17/K/5 (Item 3 from file: 16)

DIALOG(R)File 16:(c) 2001 The Gale Group. All rts. reserv.

04301284 Supplier Number: 46304336

Itoh spends Y8bn on modernisation project

April 15, 1996

PUBLISHER NAME: Metal Bulletin Ltd.

COMPANY NAMES: *Itoh Iron & Steel; Nippon Steel

EVENT NAMES: *440 (Facilities & equipment); 610 (Contracts & orders received)

GEOGRAPHIC NAMES: *9JAPA (Japan)

PRODUCT NAMES: *3310000 (Primary Iron & Steel); 3540000 (Metalworking Machinery)

INDUSTRY NAMES: BUSN (Any type of business); INTL (Business, International); METL (Metals, Metalworking and Machinery)

NAICS CODES: 3311 (Iron and Steel Mills and Ferroalloy Manufacturing); 3335 (Metalworking Machinery Manufacturing)

SPECIAL FEATURES: INDUSTRY; COMPANY

ABSTRACT:

...producing bars up to 9.6m in length and 140mm square. The reason for the **night -time** only melting **shift** is cheaper electricity costs.

...

17/K/6 (Item 4 from file: 16)

DIALOG(R)File 16:(c) 2001 The Gale Group. All rts. reserv.

02225929 Supplier Number: 42902951 (USE FORMAT 7 FOR FULLTEXT)

Night-time pay tv

April 9, 1992

Word Count: 40

PUBLISHER NAME: Miller Freeman UK Ltd.

COMPANY NAMES: *British Broadcasting Corporation Ltd.; News DataCom; Thomson Consumer Electron

EVENT NAMES: *140 (Parent-to-subsidary activities); 360 (Services information)

GEOGRAPHIC NAMES: *4EUUK (United Kingdom)
PRODUCT NAMES: *4833001 (Pay Television)
INDUSTRY NAMES: BUSN (Any type of business); ELEC (Electronics); INTL (Business, International)
NAICS CODES: 51321 (Cable Networks)
SPECIAL FEATURES: COMPANY

Night- time pay tv

17/K/7 (Item 1 from file: 148)

DIALOG(R)File 148:(c)2001 The Gale Group. All rts. reserv.

12942733 SUPPLIER NUMBER: 68641555 (USE FORMAT 7 OR 9 FOR FULL TEXT)
A Family Policy Agenda to Enhance Families' Transactional Interdependencies Over the Life Span.

Nov, 2000

WORD COUNT: 8043 LINE COUNT: 00640

DESCRIPTORS: Family policy--Analysis; Wages--Social aspects; Poverty--Social aspects; Working mothers--Social aspects; Life expectancy--Social aspects; Cost and standard of living--Analysis
GEOGRAPHIC CODES/NAMES: 1USA United States
FILE SEGMENT: AI File 88

... most other advanced economies. In downtown Los Angeles, janitors of office buildings who work the **night -time shift** went on strike in April 2000 for a raise of \$1 an hour for each...

17/K/8 (Item 2 from file: 148)

DIALOG(R)File 148:(c)2001 The Gale Group. All rts. reserv.

09449848 SUPPLIER NUMBER: 19352279 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Registered Retirement Savings propaganda.

March-April, 1997

WORD COUNT: 755 LINE COUNT: 00056

DESCRIPTORS: Registered retirement savings plans--Advertising; Mutual funds--Advertising; Advertising--Criticism, interpretation, etc.
FILE SEGMENT: MI File 47

... of analysts, led by a hard-faced dressed-for-success woman who wisecracks like Bogart **pay night time** visits to steamy factories and eerie airports. She insists that her colleagues join her for...

17/K/9 (Item 3 from file: 148)

DIALOG(R)File 148:(c)2001 The Gale Group. All rts. reserv.

06812347 SUPPLIER NUMBER: 16009542 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Employment regulation and patterns of work in EC countries.

Winter, 1993

WORD COUNT: 11116 LINE COUNT: 00944

SPECIAL FEATURES: illustration; table; graph
INDUSTRY CODES/NAMES: INTL Business, International
DESCRIPTORS: European Community--Employment; Employment surveys--Europe, Western; Employment--Laws, regulations, etc.; Labor law--Europe, Western; Government regulation of business--Statistics
GEOGRAPHIC CODES: EW; ZEEC
GEOGRAPHIC NAMES: Europe, Western; European Community
FILE SEGMENT: TI File 148

... working time, cross-country comparisons show at most a weak relationship between restrictions on weekend, **shift** and **night -time** work and the actual incidences of these forms of work. A stronger finding

... / 2001, \$78,000.

The parties also agreed to increases over the next three years in **shift differential** pay for **night** and "lobster" (overnight) **shift** workers at the newspaper. In addition, for eligible part-time employees, the Globe agreed as...

22/K/15 (Item 3 from file: 16)

DIALOG(R)File 16:(c) 2001 The Gale Group. All rts. reserv.

04887008 Supplier Number: 47188361

Yard bidder asks big cuts; union angry.

March 6, 1997

PUBLISHER NAME: AS Abell Publishing Company

COMPANY NAMES: *Bethlehem Steel Corp.; WHX Corp.

EVENT NAMES: *160 (Asset sales & divestitures); 150 (Acquisitions & mergers)

GEOGRAPHIC NAMES: *1USA (United States); 1U2NY (New York)

PRODUCT NAMES: *3310000 (Primary Iron & Steel)

INDUSTRY NAMES: BUSN (Any type of business); REG (Business, Regional)

NAICS CODES: 3311 (Iron and Steel Mills and Ferroalloy Manufacturing)

TICKER SYMBOLS: BS; WHX

SPECIAL FEATURES: INDUSTRY; COMPANY

ABSTRACT:

...million. Under its proposal, WHX is asking for cuts in wages, paid holidays, pension benefits, **night shift differential** and other areas worth nearly \$8 per hour. A WHX director, Paul Bucha, commented that...

22/K/16 (Item 4 from file: 16)

DIALOG(R)File 16:(c) 2001 The Gale Group. All rts. reserv.

04407455 Supplier Number: 46466051 (USE FORMAT 7 FOR FULLTEXT)

EGER HEALTH CARE CENTER EMPLOYEES ACHIEVE CONTRACT VICTORY FOR THEMSELVES AND THEIR PATIENTS

June 14, 1996

Word Count: 500

PUBLISHER NAME: PR Newswire Association, Inc.

COMPANY NAMES: *Eger Health Care Center

EVENT NAMES: *280 (Personnel administration)

GEOGRAPHIC NAMES: *1USA (United States)

PRODUCT NAMES: *8080000 (Outpatient Care Facilities)

INDUSTRY NAMES: BUS (Business, General); BUSN (Any type of business)

NAICS CODES: 6214 (Outpatient Care Centers)

SPECIAL FEATURES: INDUSTRY; COMPANY

... Child Care Funds.

5. GRIEVANCE PROCESS. Eger will implement a fair, impartial grievance process.

6. **SHIFT DIFFERENTIAL** and LONGEVITY PAY. **Night shift** workers and long-term workers will receive extra compensation.

7. BONUSSES. All workers will receive...

22/K/17 (Item 5 from file: 16)

DIALOG(R)File 16:(c) 2001 The Gale Group. All rts. reserv.

03574233 Supplier Number: 45025006 (USE FORMAT 7 FOR FULLTEXT)

CHICAGO SUN-TIMES UNION AUTHORIZES STRIKE

Sept 30, 1994

Word Count: 193

PUBLISHER NAME: Cowles-SIMBA Information

COMPANY NAMES: *Sun-Times Co.
EVENT NAMES: *530 (Labor force information)
GEOGRAPHIC NAMES: *1USA (United States)
PRODUCT NAMES: *2711000 (Newspapers)
INDUSTRY NAMES: BUSN (Any type of business)
NAICS CODES: 51111 (Newspaper Publishers)
SPECIAL FEATURES: LOB; COMPANY

... including layoffs and a \$10 million employee buyout package. They are also seeking to curtail **night shift differential**, which Guild members want to retain. =Cowles/SIMBA Media Daily 9/30/94=

22/K/18 (Item 6 from file: 16)
DIALOG(R)File 16:(c) 2001 The Gale Group. All rts. reserv.

03549393 Supplier Number: 44983828
Charter's nurses seek unionization vote
Sept 10, 1994
PUBLISHER NAME: Wichita Eagle & Beacon Publishing Co
COMPANY NAMES: *Charter Wichita Behavioral
EVENT NAMES: *280 (Personnel administration)
GEOGRAPHIC NAMES: *1U4KS (Kansas)
PRODUCT NAMES: *8063000 (Psychiatric Hospitals)
INDUSTRY NAMES: BUSN (Any type of business); REG (Business, Regional)
NAICS CODES: 62221 (Psychiatric and Substance Abuse Hospitals)
SPECIAL FEATURES: LOB; COMPANY

ABSTRACT:
...hospital's nurses and administrators have been rising since 6/94, when Charter cut the **shift differential** that nurses had received for working **night** and weekend shifts. Other issues included the fact that staffing was based on the number...

22/K/19 (Item 7 from file: 16)
DIALOG(R)File 16:(c) 2001 The Gale Group. All rts. reserv.

02578995 Supplier Number: 43424225 (USE FORMAT 7 FOR FULLTEXT)
Toyota keeps unneeded night shifts to minimize pain of auto slowdown
Nov 2, 1992
Word Count: 250
PUBLISHER NAME: Crain Communications, Inc.
COMPANY NAMES: *Toyota Motor Corp.
EVENT NAMES: *280 (Personnel administration)
GEOGRAPHIC NAMES: *9JAPA (Japan)
PRODUCT NAMES: *3710000 (Motor Vehicles & Parts)
INDUSTRY NAMES: AUTO (Automotive)
NAICS CODES: 336 (Transportation Equipment Manufacturing)
SPECIAL FEATURES: INDUSTRY; COMPANY

... to bolster pay.
During the industry's expansion period, workers depended on the 30 percent **night -shift differential** received every other week and overtime for as much as 15 percent of their pay...

22/K/20 (Item 8 from file: 16)
DIALOG(R)File 16:(c) 2001 The Gale Group. All rts. reserv.

01453679 Supplier Number: 41746034 (USE FORMAT 7 FOR FULLTEXT)
BT and Japan Voicemail to Start UK-Japan Voicemail Service
Dec 21, 1990
Word Count: 84
PUBLISHER NAME: ODS Corporation
COMPANY NAMES: *British Telecom Inc.; Japan Voice Mail
EVENT NAMES: *140 (Parent-to-subsidiary activities); 360 (Services

COMPANY NAMES: Ravenswood Aluminum Corp.--Labor contracts
INDUSTRY CODES/NAMES: INSR Insurance and Human Resources; BUS
Business, General
DESCRIPTORS: United Steelworkers of America--Labor contracts; Steel
industry--Labor contracts
SIC CODES: 3312 Blast furnaces and steel mills; 3339 Primary nonferrous
metals, not elsewhere classified; 3334 Primary aluminum
FILE SEGMENT: MI File 47

... have to leave their children unsupervised because of a work
assignment; an increase in the **night shift differential** ; and a
shortening of the wage progression.

Work stoppage ends at Kroger
Members of Local...

22/K/27 (Item 7 from file: 148)

DIALOG(R) File 148:(c)2001 The Gale Group. All rts. reserv.

05503704 SUPPLIER NUMBER: 11477356 (USE FORMAT 7 OR 9 FOR FULL TEXT)

SATURN WORKERS RATIFY AGREEMENT

Nov 14, 1991

WORD COUNT: 492 LINE COUNT: 00041

COMPANY NAMES: Saturn Corp.--Labor contracts
INDUSTRY CODES/NAMES: BUS Business, General
DESCRIPTORS: Automobile industry--Labor contracts
SIC CODES: 3711 Motor vehicles and car bodies
TICKER SYMBOLS: GM
FILE SEGMENT: NW File 649

... percent at-risk element of their compensation if Saturn's 1992
training goals are met.

-- **Night -shift differential** is increased from 5.75 percent to 6
percent for those rotating on four-day, 10-hour shifts.

-- A new **night shift differential** of 8 percent for those
rotating their work shifts across 24 hours.

The unique Saturn...

22/K/28 (Item 8 from file: 148)

DIALOG(R) File 148:(c)2001 The Gale Group. All rts. reserv.

05476335 SUPPLIER NUMBER: 11173872 (USE FORMAT 7 OR 9 FOR FULL TEXT)

**Utility accords. (International Brotherhood of Electrical Workers signs
labor contract with GTE Florida Inc. and the Commonwealth Edison Co.)**

July, 1991

WORD COUNT: 589 LINE COUNT: 00046

COMPANY NAMES: GTE Florida Inc.--Labor contracts; Commonwealth Edison Co.
--Labor contracts
INDUSTRY CODES/NAMES: INSR Insurance and Human Resources; BUS
Business, General
DESCRIPTORS: International Brotherhood of State Insurance Fund Employees
--Labor contracts; Telephone companies--Labor contracts
SIC CODES: 4813 Telephone communications, exc. radio
FILE SEGMENT: MI File 47

... the minimum monthly pension benefit from 260-\$583 to 300-\$738; an
increase in the **night -shift differential** from 60 cents per hour to 65
cents; an increase in the mileage reimbursement from...

22/K/29 (Item 9 from file: 148)

DIALOG(R) File 148:(c)2001 The Gale Group. All rts. reserv.

In search of ideal information pricing. (includes related information)

March, 1989

WORD COUNT: 10468 LINE COUNT: 00842

SPECIAL FEATURES: illustration; chart; cartoon

INDUSTRY CODES/NAMES: LIB Library and Information Science

DESCRIPTORS: Data base vendors--Finance; Data bases--Finance; Information storage and retrieval systems--Economic aspects; Data base industry--Finance; Data base searching--Prices and rates; Information services--Finance

SIC CODES: 7375 Information retrieval services

FILE SEGMENT: TI File 148

... have such a policy. Both NewsNet and Dow Jones charge less for searches done during **night** and weekend hours. These two databanks view **time -differential** charging as an important part of their marketing strategy to target individual users. Since the...

22/K/33 (Item 13 from file: 148)

DIALOG(R) File 148:(c)2001 The Gale Group. All rts. reserv.

03698607 SUPPLIER NUMBER: 06712240 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Hawaiian telephone, electrical workers settle. (Developments in Industrial Relations.)

Aug, 1988

WORD COUNT: 130 LINE COUNT: 00010

COMPANY NAMES: Hawaiian Telephone Co.--Contracts

INDUSTRY CODES/NAMES: INSR Insurance and Human Resources; BUS Business, General

DESCRIPTORS: International Brotherhood of Electrical Workers--Contracts; Telephone--Contracts

FILE SEGMENT: MI File 47

... day payment for work outside the employee's normal base; a 35-cent-an-hour **night shift differential**, replacing 25- and 30-cent rates; new group universal life insurance, with a cash accumulation...

22/K/34 (Item 14 from file: 148)

DIALOG(R) File 148:(c)2001 The Gale Group. All rts. reserv.

03500565 SUPPLIER NUMBER: 06321829 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Index of employers. (hospital profiles) (Nursing Opportunities supplement)

Jan, 1988

WORD COUNT: 210302 LINE COUNT: 18943

SPECIAL FEATURES: illustration; photograph

INDUSTRY CODES/NAMES: HLTH Healthcare

DESCRIPTORS: Nurses--Recruiting; Hospitals--Directories

SIC CODES: 8049 Offices of health practitioners, not elsewhere classified; 8062 General medical & surgical hospitals

FILE SEGMENT: TI File 148

... allows nurses to remain at bedside while receiving compensation commensurate with experience and professional growth. **Shift differential** for evening & **night** shifts, 24/40 weekend packages, 15 days paid vacation, 11 paid holidays. Sick time is...BENEFITS FOR NURSES

Financial: Competitive salaries are commensurate with education and experience. Excellent evening and **night differential**. Regular and flex **time** schedules. 4 weeks vacation, ample sick days and holidays.

Fringe: Fully paid health insurance, major...offer 20 vacation days, 13 paid holidays, generous sick leave, including long term disability, no **shift** rotation, 26 weekends off, and **shift differential** for evening and **night** hours.

Fringe: Comprehensive health, life, and dental insurance, malpractice

insurance, pension plan and tuition assistance...pediatric intensive care unit.

BENEFITS FOR NURSES

Salary is competitive and commensurate with experience. **night** staff and critical care nurses receive substantial **shift differential**. Employees receive paid sick leave, 11 paid holidays, and 15 paid vacation days with an...

...NURSES

Financial: Salaries for staff nurses are commensurate with experience, and are highly competitive. Liberal **shift differential** is provided for evening, **night** and weekends, based on shift and experience level, along with free parking. 12 sick leave...begin around \$27,000. A 10% differential is paid for the evenings and a 10% **differential** plus 50cts/hour is paid for the **night shift**. Charge nurse **differential** of \$1.00/hr. is paid for all shifts. Overtime is paid at a rate...NURSES

Financial: Salaries are highly competitive and commensurate with experience. In addition to evening and **night shift differential**, the hospital offers an additional weekend premium. Eleven paid holidays, 15 days vacation, sick leave...is also a major sports town, with professional football, baseball, soccer, and hockey teams. The **night** life in Pittsburgh has something for everyone from jazz to blue grass to disco. The ...and Outpatient.

BENEFITS FOR NURSES

Financial: Competitive salaries commensurate with education and experience evening and **night shift differential** as well as "on call" and charge nurse pay; nine holidays; a sick incentive program...offer a 10% evening, night and weekend differentials, 50% holiday differential as well as "double-shift" bonus and charge **differential**. A \$3,000 **night** bonus is also available. Our ALTERNATIVE WEEKEND PLAN offers nurses the opportunity to work 24...Salary scales are competitive and are commensurate with experience. We offer a liberal evening-and **night -shift differential**. We also offer an exciting new flexible benefits program, where you can tailor your benefits...FOR NURSES

Financial: Salaries are highly competitive and commensurate with education and experience, Evening and **night shift** differentials Ten paid holidays. **Time** and one-half tor holidays worked Paid bonuses for working extra weekend shifts.

Fringe: Start...BENEFITS FOR NURSES

Salaries: Pocono offers a very competitive salary commensurate with experience and education, **shift differential** for evening, (\$.75) and **night** (\$1.00) and flexible float nurses.

Fringes: Full time nurses are eligible for a full...

...s board of directors. Alternative scheduling arrangements in the form of Pools at premium salaries. **Shift differential** pay for evening and **night shift**; **time** -and-one half plus an additional day's salary for any of seven recognized holidays...RNs receive 3 weeks vacation, 12 sick days, 7 holidays and 4 personal days; 10% **shift differential** for evening and **night** shifts, every other weekend and holiday off and NO ROTATION IS REQUIRED. We offer part...Burn Treatment Center, Emergency Department, Outpatient Clinic, Rehab Unit,

Financial: Competitive salaries commensurate with experience, **Differential** for evening and **night shift**. Paid **time** off ...with recognition given for experience and education, including a differential for the BSN degree. Evening **shift differential** of 15%; **night shift differential** of 20%; weekend **differential**; overtime pay, 11 paid holidays; 12 days annual sick leave; 12 days vacation first two...

22/K/35 (Item 15 from file: 148)

DIALOG(R) File 148: (c)2001 The Gale Group. All rts. reserv.

03322735 SUPPLIER NUMBER: 05281994 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Nursing income: experience begins to pay off. (RN salary survey)

Oct, 1987

WORD COUNT: 2210 LINE COUNT: 00166

SPECIAL FEATURES: illustration; photograph; table; map
INDUSTRY CODES/NAMES: HLTH Healthcare
DESCRIPTORS: Nurses--Salaries, benefits, etc.; Wage surveys--Analysis
SIC CODES: 8049 Offices of health practitioners, not elsewhere
classified
FILE SEGMENT: TI File 148

... the greater the likelihood that she will get a promotion or move to the day **shift** . Though the day **shift** does not provide **night** or evening pay **differential** , it does provide more overtime. In either case, of course, she'll wind up with...

22/K/36 (Item 16 from file: 148)

DIALOG(R) File 148: (c)2001 The Gale Group. All rts. reserv.

03132029 SUPPLIER NUMBER: 04963230 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Hawaiian nurses settle, avert strike.

March, 1987

WORD COUNT: 247 LINE COUNT: 00020

INDUSTRY CODES/NAMES: INSR Insurance and Human Resources; BUS
Business, General
DESCRIPTORS: Hawaii Nurses Association--Contracts; Nurses--Contracts;
Nurses--Labor contracts
FILE SEGMENT: MI File 47

... The "charge nurse" differential was increased to 60 cents an hour, from 40, and the **night shift differential** was increased to 85 cents an hour, from 75.

Benefit changes included pension improvements, bringing...

22/K/37 (Item 17 from file: 148)

DIALOG(R) File 148: (c)2001 The Gale Group. All rts. reserv.

02336236 SUPPLIER NUMBER: 03703042 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Bargaining trends: gains in 1984; prospects for 1985.

March 30, 1985

WORD COUNT: 4978 LINE COUNT: 00398

SPECIAL FEATURES: illustration; graph; table; chart
INDUSTRY CODES/NAMES: BUS Business, General
DESCRIPTORS: Labor contract--Economic aspects; Labor unions--Economic aspects; Collective bargaining--Economic aspects; Inflation (Finance)--Economic aspects
SIC CODES: 8631 Labor organizations
FILE SEGMENT: MI File 47

... Luther King, Jr.'s birthday as a paid holiday, and retention of the COLA clauses, **night -shift differential** and sick leave. The lower starting rate for new hires was awarded, but they will...

22/K/38 (Item 18 from file: 148)

DIALOG(R) File 148: (c)2001 The Gale Group. All rts. reserv.

01892908 SUPPLIER NUMBER: 02825712 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Dual-shift dilemma. (Love & Money) (married couples who work different shifts)

July, 1983

WORD COUNT: 331 LINE COUNT: 00024

SPECIAL FEATURES: illustration; photograph
INDUSTRY CODES/NAMES: BANK Banking, Finance and Accounting
DESCRIPTORS: Children of working parents--Management; Married people--

Employment; Married women--Employment
FILE SEGMENT: MI File 47

22/K/39 (Item 19 from file: 148)
DIALOG(R)File 148:(c)2001 The Gale Group. All rts. reserv.

01879530 SUPPLIER NUMBER: 02883091 (USE FORMAT 7 OR 9 FOR FULL TEXT)
95% of Giant Eagle's employees in local 23 veto wage cuts.
Aug 15, 1983
WORD COUNT: 634 LINE COUNT: 00048

INDUSTRY CODES/NAMES: FOOD Food, Beverages and Nutrition; RETL
Retailing
DESCRIPTORS: Giant Eagle--Contracts; United Food and Commercial Workers
International Union--Contracts; supermarkets--Contracts
SIC CODES: 5411 Grocery stores
FILE SEGMENT: TI File 148

... part timers, as well as a cutback in holiday premium pay time from
double to **time -and-a-half time** ; a cutback in **night differential** to
20c from 40c an hour; store-by-store seniority rather than chainwide
seniority; changes...

22/K/40 (Item 1 from file: 160)
DIALOG(R)File 160:(c) 1999 The Gale Group. All rts. reserv.

02131830
Collect residential refuse at night?
February, 1989

...congestion. Productivity is so much higher that collection costs, are
lower despite a 3.25% **night -shift pay differential** . A recent daytime
experiment necessitated large overtime payments. Complaints, especially
those about noise, have been...

00439844/9

DIALOG(R) File 15:ABI/Inform(R)

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00439844 89-11631

Computers Put New Punch in Time Clocks

Krahe, Peter

Personnel Journal v68n2 PP: 46-53 Feb 1989 CODEN: PEJOAA ISSN: 0031-5745

JRNL CODE: PEJ

DOC TYPE: Journal article LANGUAGE: English LENGTH: 8 Pages

ABSTRACT: Manual time clocks are being replaced by computerized time clocks that use simple software and personal computers (PC). Because these systems are programmed in advance, simple coding or machine-readable identification cards can trigger a wealth of information. Computerized time recorders provide savings in the time required to generate payroll data; they also reduce the chance of error. Before a computerized time recorder can be justified, a company needs to start with an internal needs analysis. A big advantage of a computerized time-recording system is that it helps manage arrivals, departures, and labor distribution with online, on-site screens at the time-recorder site or supervisor's office. Employees can review previous entries during a pay period through an inquiry screen or printout, and managers have quick access to reports on a daily, pay-period, or long-term basis. Companies with a few dozen employees benefit from computerized payroll systems, either installed on an internal PC or handled by a service bureau.

DESCRIPTORS: Computer based; Payroll systems; Cost reduction; Advantages;

Comparative analysis; Software packages; Functions

CLASSIFICATION CODES: 6400 (CN=Employee benefits & compensation); 5240

(CN=Software & systems)

?

Making Every Minute Count

Rogier, Julie

Workforce v77n5 PP: 31-33 May 1998 CODEN: PEJOAA ISSN: 1092-8332

JRNL CODE: PEJ

DOC TYPE: Journal article LANGUAGE: English LENGTH: 3 Pages

WORD COUNT: 1529

ABSTRACT: The cost of labor is the single largest expense faced in the lodging and hospitality industry. The cost of effectively managing a hotel's labor pool also is significant. The Nashville Crown Plaza recently improved control of labor costs and reduced costly payroll errors. HR now spends less time scheduling and calculating employee hours and can take on more meaningful tasks. Pay rules are enforced fairly and impartially, and employees and management are confident that paychecks reflect actual work being done. The key to these improvements is a Windows-based time-and-attendance software package recently installed at the hotel.

TEXT: Headnote:

By automating timeand-attendance records, one hotel company reduced labor costs and payroll errors.

Hotel human resources managers know it. And the companies that manage and own hotels know it. The cost of labor is the single largest expense faced in the lodging and hospitality industry.

The cost of effectively managing a hotel's labor pool also is significant. And when a hospitality company is undergoing significant growth, it takes even more effort for the human resources department to accurately calculate employee payroll hours, manage high turnover, develop complicated schedules and monitor attendance habits for full- and part-time service employees. The Nashville Crown Plaza, along with 26 hotels owned by Memphis, Tennesseebased Davidson Hotel Co., recently improved control of labor costs and reduced costly payroll errors. HR now spends less time scheduling and calculating employee hours and can take on more meaningful tasks. Pay rules are enforced fairly and impartially, and employees and management are confident that paychecks reflect actual work being done. The key to these improvements is a Windows-based time-and-attendance software package recently installed at the hotel.

No more clocks and calculators.

Carol Cooper is the director of human resources for the four-diamond, 28story Nashville Crown Plaza, an organization that's constantly adding new employees to staff its 473 rooms, two restaurants, and 20,000 square feet of meeting and convention space. "Until recently, we used manual punch cards and a calculator to total employee hours and gross pay, and I can tell you it was a real time-waster for supervisors and HR management," she notes. "When a pay period was over, the timecards were bundled up and given to the supervisors. The supervisors then manually checked the timecards against schedules and tallied a total number of hours per employee with a calculator." Cooper and her staff verified those totals and sent them to corporate headquarters where data input sheets were prepared for Roseland, New Jersey-based ADP (Automatic Data Processing). The payroll service printed out the checks and returned them to corporate offices. Supervisors also used manual methods to write out weekly schedules.

"The old system for tracking complicated compensation practices also took a lot of effort," explains Cooper. "For example, housekeeping staff are given incentives for on-time punches, and reception pay rates vary throughout a 24hour period. Plus, hotel employees often transfer to different departments or do several different jobs with varying compensation schemes. Tracking this all manually was a nightmare."

The manual approach to tracking time and attendance leads to mistakes. The accuracy of these past methods was a concern, says Cooper, "Not only for us-but for our parent company. Since it was nearly impossible to check employee timecards each day, supervisors relied on their memories when

completing missing in/out punches at the end of a two-week pay period. This could lead to incorrect employee hours, so HR staff did a lot of verifying. Rounding had the potential of introducing more errors. Department heads had to round up or round down punch times when calculating pay-period totals."

Duplicate data entry was another problem. The same information was typed at least twice when totals were compiled at the end of a pay period. A missed keystroke or an incorrect figure entered on a calculator could easily throw off totals. HR took great care in verifying employee compensation, but an occasional mistake was inevitable, resulting in costly payroll errors and corrections. It was also difficult for departments to forecast labor expenditures given the company's complex pay rate practices.

But the key for Cooper and the HR department was the time they spent on these tedious tasks each pay period, especially with a growing employee base. "As we added new employees, HR had to manually prepare new timecards every single pay period. Plus, the time spent recalculating the figures was another drain." Scheduling was a time-consuming task because supervisors created the same information over and over each pay period. Last-minute modifications to the schedule were often written in pencil or not recorded at all. HR was at a disadvantage when it came time to identify employee attendance habits. It was a big effort to wade through punch cards or reports to see who was arriving late, leaving early or taking long breaks. "Now that I look back, it took our HR department an entire day each pay period to assemble those totals," Cooper notes.

Find an automated solution. At about the same time HR at the Nashville Crown Plaza was experiencing these difficulties, management at Davidson Hotel Co. set up an executive committee to select a single software system to automate time-and-attendance calculations at all of the company's hotels. Says Fletcher Towell, Davidson Hotel's director of technology and a member of the initial development team: "Our goal was to eliminate those timewasting methods the hotel's HR and management staff endured every pay period. And we wanted to increase accuracy." A key criterion was to find an automated system that would be flexible enough to accommodate the complex hotel compensation practices. The new system had to be easy for supervisors to use because many employees had no experience with computers.

(Photograph Omitted)

Captioned as: The Nashville Crown Plaza, along with 26 hotels owned by Memphis, Tennessee-based Davidson Hotel Co. recently automated its time-and-attendance records. Above, hospitality staff of the Plaza learn how to use the new software program.

The committee selected Attendance Professional for Windows, an employee time-and-attendance system from InfoTronics Inc., based in Farmington Hills, Michigan. The committee liked the fact that the system could be modified to handle Davidson Hotel's unique pay rules, and that the Windows screen design and layout would be easy for managers to learn.

Based on results from a successful beta site at the Nashville Crown Plaza, the program was installed at all Davidson Hotel facilities in approximately four months. Attendance Professional is available through a Novell LAN environment. The software also is installed at corporate offices in Memphis. Each user has access to only the data and functions needed to handle his or her requirements, and proprietary employee information is safeguarded against unauthorized access.

Now, Nashville Crown Plaza managers create employee schedules with a simple point-and-click action. Explains Towell: "The system regularly collects employee punches from badge-based time recorders located throughout the hotel-no more manual effort or paper cards. Punches automatically are compared to the schedules stored in the system. The software tracks employee hours and calculates gross pay with our payroll practices, assigning base wage, transfer rates, shift differentials and premium pay." Managers can edit the electronic timecard with a click of a button, instantly adding a forgotten punch. Changes are recalculated immediately, displaying accurate totals. Pay period totals

are then automatically exported to corporate offices, where they're checked and transferred electronically to ADP.

Getting it right in less time.

After only a few months, Cooper observed more accurate payroll figures. "What we found is that supervisors no longer guess when completing missed punches. We can view timecards online at any time during the day. Missing punches are caught as they happen and can be resolved immediately with the employee." She also notes the roundingoff errors have been eliminated with a corporate rounding policy that's automatically implemented by the system. Errors associated with duplicate data entry have been completely eliminated. Employee information is entered only once, when an employee is hired. Schedules are more accurate because they're created quickly and changed easily for last-minute modifications.

According to Cooper, the key benefit is the time savings. "What a relief to no longer spend a whole day manually preparing and collecting timecards and re-entering totals into a calculator. We no longer chase down missed punches or recheck for errors." Assigning premium pay also is done more quickly. Managers use employee tardy information gathered by the software to determine on-time incentives for housekeeping staff. HR also is better able to monitor employee attendance habits. The system tracks attendance automatically, summarizing exceptions such as tardiness, absenteeism or abuse of break or lunch periods. Department managers now have the information they need to correct attendance issues before they become chronic problems. In addition, data are automatically archived as part of the employee's permanent attendance record, so department heads can quickly and confidently respond to wage-and-hour questions.

Says Cooper: "The information gathered from Attendance Professional also has helped in my analysis of turnover and new hires. For instance, at any time I can see the number of employees hired or terminated per department. If I see a high turnover trend in housekeeping, for example, I can focus on discovering underlying problems and designing motivating retention programs. There was absolutely no way to do this analysis in the past."

Cooper concludes, "With everything else HR has to undertake-compensation and benefits, legal requirements, interviewing and hiring-I can't imagine spending so much time on repetitive, manual tasks. We have far too many other responsibilities that require our attention. Automating this function frees me up to do more of the projects related to HR management."

(Table Omitted)

Captioned as: AT A GLANCE

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Crown Plaza Nashville Hotel-Tennessee

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TEXT:

Labor agreement between FCC and union would give employees alternative schedules, establish pilot telecommuting program and expand hours that could be carried over in form of "compensatory time," union officials said Wed. They said 2 key issues, \$30-per-month subsidy for employees for using public transit and paid leave for union lobbying on Capitol Hill, would be resolved by federal arbitrators. Salaries aren't covered by accord. Other agencies have transit subsidies so there's "decent chance" FCC employees will win that, said June Marshall, negotiator for National Treasury Employees Union (NTEU), which represents about 1,500 FCC employees (it actually has 280 members). FCC official said agency was "generally satisfied" with proposed contract but declined to discuss details.

Agreement emerged from 3 years of bargaining, including meetings with federal mediators (CD July 31 p2). Union officials outlined what they considered contract victories at meeting with employees Wed.: (1) Alternative work schedule would allow employees to work eight 9-hour days and one 8-hour day per 2-week pay period, with one day off, subject to management approval. (2) One-year test of telecommuting program would involve 30 persons and, if successful, would be followed by negotiations to extend program. (3) Attorneys and nonpreference employees could arbitrate grievances. (4) Employees could carry over 24 hours of credit, or "compensatory time," from pay periods, up from 16. (5) FCC committee would look at employee award program and separate committee would examine health and safety issues. Marshall and Chapter 209 Pres. Allen Myers said FCC didn't get any of its chief goals, including abolishing career ladder promotions. They said union had to give up several demands: (1) Allowing employees to swap jobs. (2) Changing reassignment procedures. (3) Shortening probationary periods. Arbitrators are expected to rule on outstanding issues by end of Oct., after which chapter members will vote. In "perfect world," contract should be in place by Christmas, Marshall said.

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MICHIGAN UAW LOCAL 6000 SUPPORTS VOLUNTARY LEAVE PLANS

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LANSING, Mich., Feb. 14 /PRNewswire/ -- The 23,000 state workers who belong to UAW Local 6000 support voluntary leave plans that were approved by the Michigan Civil Service Commission, announced UAW Local 6000 President Joan Doyen, in a statement today.

Doyen's comments were in response to comments made by Rep. David Hollister during "Michigan at Risk," a documentary and phone-in television program that was aired on Feb. 13 on Michigan public television stations. During that program, Hollister said that the UAW had bought into proposed furlough programs.

"Our membership does not support proposed furlough programs as suggested by Rep. Hollister. What we do support is the voluntary leave plans A, B and C, which were ratified in January of 1990 and are currently in effect," Doyen said.

According to Doyen, the voluntary plans are a part of the local's most recent contract.

Plan A gives a full-time, non-probationary, union employee the option of reducing his or her work time by one to 16 hours per pay period without reduction in benefits. Plan B offers the full- and part-time, non-probationary, union employee the option of working a full schedule, but deferring from one to 16 hours of pay per pay period to be used at a later date as leave with pay or to be paid out at a later date. Plan C offers the full- and part-time, non-probationary, union employee the option of taking one unpaid leave of absence from two weeks to three months during a fiscal year. Under Plan C, the employee pre-pays premiums on insurance in order to continue coverage at the regular premium rate.

All three plans are at the discretion of the employee and the employer. The employer has the option of refusing the request based on workforce needs at the time.

"We support voluntary leave plans over some of the proposed furlough plans because they offer our membership the flexibility to coordinate leaves and family time according to the individual union member's needs," Doyen said.

According to Doyen, "The exercise of voluntary leave plans is of benefit to our members and their families, but is also a way for the state to save funds in these tough economic times."

Doyen said that no leaves under the voluntary plans have been granted by any of the state departments. "If Gov. Engler is truly interested in cutting costs within the state, he should mandate his departments to approve the leave requests," Doyen said.

CONTACT: Deborah Dell'Orco of UAW Local 6000, 517-484-6000

COMPANY NAME: MICHIGAN UAW LOCAL 6000

STATE: MICHIGAN (MI)

SECTION HEADING: CITY; LABOR

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Payroll offers practitioners a three-fold way

Knaster, Barry

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ABSTRACT: Best Software's Abra Payroll, Phoenix Phive Software's Industrial Strength Payroll for Windows, Franklen Computer Systems' Payman Payroll System, Creative Solution' Payroll Solution for Windows, UniLink's PR*Plus-Payroll, and Pro Tym Systems' Thunder Payroll payroll solutions are reviewed. A fit for companies with all types of payroll needs, Abra supports an unlimited number of employees, offering extensive processing and reporting capabilities. As a first-release Windows product, Industrial Strength is very impressive. Payman offers service-bureau power, features, and flexibility but is simple enough for clients with less complex processing requirements. Payroll Solution is extremely intuitive, full-featured, and its reporting capabilities are robust - an excellent solution for any size company. Although PR*Plus-Payroll lacks a true Windows interface and advanced screen and report customization, it is solid choice otherwise for processing payroll profitably. Certain to satisfy most heavy-duty payroll users, Thunder Payroll offers an affordable solution that gets the job done.

TEXT: Whether you are processing your payroll or a client's, or recommending solutions, payroll software is a profitable tell.

As we prepare for life in Y2K, it's time to re-evaluate existing software products and technologies, and how they fit in with your firm's future plans. To increase firm revenues, attract new clients, or solidify relationships with existing ones, it may be time to take your automated payroll processing to the next level.

Payroll software solutions present a possible three-fold benefit: you can process your own firm's payroll; provide service bureau processing for clients, or recommend payroll solutions for client implementation. Regardless of your objective, the plethora of payroll software choices necessitates careful identification of specific needs and features relevant to your firm. Consider several important criteria when choosing payroll software. First, evaluate the underlying technology. Windows products typically offer greater ease of use and reporting flexibility. Also, the ability to connect to Windows-based report writers allows additional sophisticated data analysis. Keep in mind that future versions of Microsoft Windows may not run DOSbased programs.

Consider also the importance of related technologies like human resources, direct deposit, magnetic ink character recognition (MICR) check printing, magnetic media, electronic funds transfer, and integration with client write-up software. Not all products offer the options that may influence your ultimate choice.

Processing multiple clients requires variety and flexibility. Multiple pay period processing, varied calculation methods, user-defined pay types and deductions, benefit and worker's compensation computations, and multi-state taxation are features common to most payrolls. Report flexibility and report writers allow custom reporting for specific client situations.

Also consider the specific industries and needs of your client base. Hospitality clients require tip reporting, while distribution clients may need multi-shift capabilities. The more varied your clients, the more versatile the solution required. User documentation, while never perfect, should contain

sample screens and reports, transaction examples, and troubleshooting sections. Online, context-sensitive documentation is always a plus. Responsive, affordable vendor support is critical for payroll solutions. Timely shipment of tax updates ensures ongoing tax compliance.

Many of the products reviewed are well-known names, integrating with write-up and human resource software. All comply with quarterly and year-end tax requirements and offer user-definable earnings and deductions. Some are Windows-based, most are DOS, but all offer good solutions capable of meeting the needs of firms small and large.

Product Finder

Abra Payroll

Best Software produces robust, easy-to-- navigate, and customizable software products, and Abra Payroll is no exception. A fit for companies with all types of payroll needs, Abra supports an unlimited number of employees, offering extensive processing and reporting capabilities. The product also integrates with other Abra offerings, providing a full-range payroll and human resource solution.

Screen navigation consists of actions, which guide the user through all the necessary steps to complete a task, such as entering an employee name or recording a pay change. Dialog boxes complement the actions by quickly looking up the necessary employee information by last name, employee ID, or social security number. Some actions open a "Steps" panel, listing items to be completed immediately or scheduled for later. Actions can be bypassed in favor of direct entry. Context-sensitive help is available throughout.

Earnings, deductions, and tax code tables allow the set-up of simple to complex codes. The earnings set-up interview walks you through the process of adding earnings codes and allows assignment of code descriptions, category, type, taxation method, calculation rule, rate factor, unit of pay, pay cycle, check group, shift differential, and accrual hours. Earnings can also be allocated to specific job codes. The check group field allows separate checks for different earnings types within one pay cycle. Deduction and tax codes are set up in a manner similar to earnings. Payroll processing uses timesheets for salaried and hourly employees. The update timesheet process provides manual editing for those employees with exceptions, such as sick leave, vacation, or overtime. You can customize the timesheet-entry window for different methods (views) of data entry. The "Simple" view provides basic fields such as earnings code, hours, and pay rate. The "Full" view expands these to include project, organization, and job code. The labor allocation window distributes hours and dollars among multiple departments and locations. Direct deposit and electronic funds transfer occur via modem transmittal.

Abra's analysis function collects information from the payroll databases. Three types of analyses are available: Gross to Net, Employer Tax Liability, and 941 audit. Dozens of standard reports meet every other reporting need imaginable. The Abra R&R Report Writer provides for custom reports.

Abra Payroll is full-featured yet easy to use. It may provide more than what some companies need, but the likelihood of outgrowing its capabilities is minimal. Combined with its human resource suite, Abra Payroll provides a premier payroll processing solution.

Industrial Strength Payroll

Industrial Strength Payroll is a Windows-based product providing multiyear, multi-company payroll processing. Previously DOS-based, this new version boasts an outstanding Windows interface. You move around the screens via a Web browser-like interface, similar to Microsoft Internet Explorer. The Navigation toolbar moves around the fields on the current screen, while the locator bar displays the current client. The Links toolbar provides instant access to the major parts of the program. Global features, such as FUTA rates and 401(k) limits, are stored in a firm file available to all companies. Multiple city and local taxes are available. You can process multiple tax years

concurrently, easing the year-end processing crunch.

The employee master file allows eight pay types for regular employees and eight for 1099-MISC recipients. Each client can have up to 20 departments for labor distribution. Pay frequencies include daily, weekly, biweekly, and semi-monthly. Twelve deductions are available that use a flat amount per hour, percentage of gross pay, or a flat amount per check.

Industrial Strength Payroll handles many fringe benefits including cafeteria, 401(k) plans, and other deferred compensation plans. You can report nonemployee compensation and backup withholding. Checks can be printed for garnishment withholdings. Magnetic filing of W2s and MICR checks is supported, but direct deposit is not yet available.

Abra Payroll may provide more features than some companies need, but the likelihood of outgrowing its capabilities is minimal.

The three methods of payroll entry are timecards, ASCII file import, and after-the-fact entry. The calculator button allows you to do calculations while recording payroll, such as totaling timecards and computing non-standard rates of pay and commission payments. Completed calculations are inserted directly into a field.

Management-oriented reports include tax worksheets and the company profile report, which lists employees by job category and details employment by gender and ethnic background. Reports can be viewed on the screen and some allow editing before printing.

As a first-release Windows product, Industrial Strength is very impressive. First-time users of automated payroll will find it extremely intuitive, requiring minimal training. The next version should have direct deposit, rounding out a solid, easy-to-use payroll solution.

Payman

Payman offers service-- bureau power, features, and flexibility, but is simple enough for clients with less complex processing requirements. The product interfaces to several other Franklen accounting modules. DOS-based, Payman will run under Windows 95 or NT.

You navigate the many screens with function keys. The quite lengthy user manual would benefit greatly by including more sample dataentry screens. Quick set-up copies complete client set-up, chart of accounts, employee files, and forms design from one entity to another. Payroll types include hourly, salary, and job cost. Up to ten earnings categories, six pay rates, and five deferred compensation plans are available per employee. Also tracked are vacation hours, sick hours, tips, and earned income credit.

Twelve standard deductions, five state, and three local tax calculations are allowed per employee. An additional amount for each standard deduction may be user-defined as a percentage of pay, a flat amount, or the result of hours worked times a rate. New employees and timecard data can be added at the same time. The system allows up to seventyfive timecards per employee per payroll check. Recurring payrolls are automatically selected from a stored file and can be modified as necessary. Multiple pay runs are combinable, producing one check or multiple checks per employee.

Manual and computer-generated payroll checks can be processed simultaneously. Checks may be laser-generated, MICR-encoded, or deposited directly. Checks, tax reports, and tax tables are modifiable. Federal and state deposit checks may be generated. Magnetic media reporting is available, but optional. Payman provides extensive labor and job reporting in addition to standard payroll reporting. Job information reports provide analysis of employee dollars and hours. Reports also include earnings and deduction registers, employee attendance, timecard, mailing labels, departmental labor distribution. Employee data is exportable to external spreadsheets. Payman handles payroll-processing chores sufficiently, and its extensive labor and job reports should suffice for most organizations. While not sporting the

snazziest interface around, Payman's functionality is sound and its features abound.

Payroll Solution

Payroll Solution for Windows is one of two Windows-based products in this review (although many of the others have a version in the works). Toolbars and shortcut bars are the essential means of navigation through the well-designed screens that display many streamlined data-entry features, such as employee templates and custom field views.

The comprehensive online help system follows standard Windows help conventions and minimizes the need for the user manual. A sample client tutorial is provided as a training aide. You can update employee records on the fly and move easily between different payroll periods. Employee data entry can be standardized by client or customized per employee, with an unlimited number of user-defined payroll items.

First-time users will find Industrial Strength Payroll for Windows extremely intuitive, requiring minimal training.

Payman offers service-bureau power, features, and flexibility but is simple enough for clients with less complex processing requirements.

PRS offers unlimited employees and departments, gross pay, and deduction categories of state and local withholdings and paychecks per payroll period. Multidepartment employees are fully supported and withholding taxes are automatically allocated across departments. Payroll frequencies are numerous, including daily, weekly, biweekly, twice monthly, monthly, quarterly, semi-annually, annually, or non-periodic. Benefits include cafeteria plan and 401(k) deductions. You have the ability to set maximum limits on deductions for automatic turnoff.

Paychecks are calculated as you enter data and are immediately displayed on screen. Any calculated amount can be overridden directly on screen. The program includes many automatic calculations, including gross pay, withholdings specific to net pay, vacation, sick and personal time hours, and earned income credit. Tip pay is calculated on employee sales or hours worked and includes allocated tips. Checks for salaried employees and federal tax deposits are automatically created. Access to the federal, state, and local tax tables allows easy updating.

Powerful built-in reporting capabilities promote flexibility by allowing multiple sorting and filtering options. The Report Profiles feature creates groups of reports specific to each client. Standard reports include earnings registers, employee listings, and tax worksheets.

Multiple reports are printed or previewed on the screen. The check layout creates personalized check layouts with graphics, firm logos, signatures, and MICR numbers. Customization is available through the optional Payroll Reporter module.

PRS integrates with other Creative Solutions products for maximum productivity. Either stand-alone or integrated, PRS is designed to speed you through the payroll process. Payroll Solution is extremely intuitive, full-featured, and its reporting capabilities are robust-an excellent solution for any size company.

PR*Plus

A DOS solution, PR*Plus offers a Windows look-and-feel interface with flexible data-entry screens. Calculator, calendar, and word processing function within the interface.

Set-up capabilities include weekly, biweekly, semimonthly, and monthly pay periods. Employees are allowed up to five pay rates, which include hourly, salary, and piecework. Rate multipliers allow for overtime and other

calculations. Labor codes distribute earnings and deductions to different general ledger accounts. Special earnings types and deductions include tips, insurance, IRA contributions, 401(k)s, and cafeteria plans. You create customized options to expedite set up.

Employees, labor codes, earnings and deduction information can be added or edited on the fly during transaction entry. You can enter and calculate up to 99 checks per employee in each pay period. Salary checks are automatic and you can override taxes for individual checks. A nice feature is the ability to calculate and view checks from within transaction entry. Check formats are customizable and can be MICR encoded (with an add-on system). Employer liability checks can also be printed. Checks are easily voided.

Reports are plentiful and include necessary employer tax reports (940, 941, 943, FUTA, SUTA), worker's compensation, and state reporting. Other standard reports include time sheets, payroll registers, employer tax summary, and employee check history. You can set up report queues for unattended printing of monthly, quarterly, or year-end reports. Direct deposit is supported, but not electronic funds transfer. Employee expense and liability information updates to UniLink's general ledger system.

Payroll Solution is extremely intuitive, full-featured, and its reporting capabilities are robust--an excellent solution for any size company.

PR*Plus-Payroll is feature-rich, offering flexibility for most payroll situations. It lacks a true Windows interface (although the vendor has one in development) and advanced screen and report customization, but otherwise is a solid choice for processing payroll profitably.

Thunder Payroll

Thunder Payroll dates back to 1977, a tribute to its ease-of-use and feature richness. The current DOS version shows its age with a dated interface. Screens make liberal use of function keys and numbered menus. The initial set-up process is time-consuming but thorough. The Company master file contains all vital company and employee information. Set-up options allow the tracking of days and weeks worked, meals, tips, and earned income credit.

Payroll periods are daily, weekly, biweekly, semi-monthly, and monthly. Four user-defined compensation codes are available in addition to the standard regular, overtime, vacation, sick, holiday, personal, and tip-reporting codes. Deductions include tax deductions, nine standard deductions, and five miscellaneous deductions. The master file set-up contains a taxable matrix defining the taxable attributes of any of the company's other compensations, standard deductions, or miscellaneous deductions. MICR setup codes are entered during the set up process. Employee ID# is limited to six alphanumeric characters. Thunder Payroll tracks limited human resource information, like performance review and raise dates.

Payroll processing includes regular, additional, termination, and manual. Taxes and standard deductions are automatically calculated and withheld along with other amounts specified during data entry. You can preview checks before printing and processing and also reprint or void checks when necessary.

Payroll reports include a check register, earnings report, employee summary, payroll totals, worker's compensation, and a 401(k) report. Multiple payroll reports can be queued for unattended processing. Each report offers multiple sorting and filtering options, allowing custom outputs. Pro Tym prints federal tax deposit slips and offers electronic funds transfer. Direct deposit and Magnetic media reporting are optional.

Certain to satisfy most heavy-duty payroll users, Thunder Payroll offers an affordable solution that gets the job done. The user interface needs some updating and the set-up process is a bit cumbersome, but overall this solution is powerful and fast. Pro Tym has a Windows version in the works, which should take this product well into the next millennium.

The Future

What's next for payroll software? As the Internet continues to mainstream its way into our daily lives, payroll products with self-service options will increase in popularity. These allow employees to maintain their own information, such as address, withholding allowances, and deductions, via the Internet. Many midmarket accounting suite vendors already offer this functionality. Customizable interfaces and screens will also be prominent in future releases.

The products reviewed here offer varying levels of simplicity and sophistication. "Try before you buy," always good advice, is especially relevant for payroll software solutions. Most vendors offer free demonstration versions of their products on CD, disk, or online. Research carefully the criteria important for your firm and its clients. Start the New Year (and millennium?) well prepared to provide your firm and clients with a profitable payroll solution.

PR*Plus-Payroll is feature rich, offering flexibility for most payroll situations, although it lacks a true Windows interface and advanced screen and report customization.

Thunder Payrolls user interface needs some updating and the setup process is a bit cumbersome, but overall this solution is powerful and fast.

Abra Payroll

Best Software

St. Petersburg Fla.

(727) 579-1111

www.bestsoftware.com

Price: \$1,595 (up to 75 employees)

Circle No. 110

Industrial Strength Payroll for Windows Phoenix Phive Software Scottsdale, Ariz.

(602) 483-0991

www.phoenixphive.com

Price: \$495

Circle No. 111

Payman

Payroll System

Franklen Computer Systems

Glendale, Calif

(800) 821-1790

www.franklencomputer.com

Price: Starts at \$595

Circle No. 112

Payroll Solution for Windows

Creative Solutions

Dexter, Mich.

(800) 968-8900

www.CreativeSolutions.com

Price: Starts at \$1.000

Circle No. 113

PR*Plus-Payroll

UniLink

Jackson Hole, Wyo.

(800) 456-8321

www.unilink.com

Price: \$595 (single user); \$300-800

(network version).

Circle Me. 114

Thunder Payroll Pro Tym Systems Bellevue, Wash.

(800) 451-4750

www.protym.com

Price: \$795 (with checkwriting)

circle NO. 115

Barry Knaster CPA & Associates of Englewood, Colo., specializes in providing technology consulting services for businesses.

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COMPANY NAMES:

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DESCRIPTORS: Software reviews; Accounting systems; Payroll systems;

Manycompanies; Manyproducts

CLASSIFICATION CODES: 9190 (CN=United States); 4120 (CN=Accounting policies & procedures); 5240 (CN=Software & systems); 9120 (CN=Product specific)

PRINT MEDIA ID: 14349

TRADE NAMES: Best Software Abra Payroll; Phoenix Phive Industrial Strength Payroll for Windows; Franklen Payman Payroll System; Creative Solutions Payroll Solution for Windows; UniLink PR*Plus-Payroll; Pro Tym Thunder Payroll

?

17/7/1 (Item 1 from file: 583)
DIALOG(R) File 583:Gale Group Globalbase(TM)
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01274221

LOW MORALE AMONG BT ENGINEERS

UK - LOW MORALE AMONG BT ENGINEERS

London Evening Standard (LES) 24 August 1987 p16

Morale among British Telecom engineers, especially in BT's largest district, the City of London, is said to be very low. 1.4k engineers and managers in the London district have left in less than a year and BT has begun to hold special counselling sessions in order to try to halt the flow of skilled **workers**. BT staff feel they are not paid well enough and senior management is said to be considering making a **special pay award** to London **workers** although unions are opposed to such a move.

?

19/7/1 (Item 1 from file: 2)
DIALOG(R) File 2:INSPEC
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5041814

Title: Photo ID, bar codes simplify time, attendance records

Journal: Security vol.32, no.7 p.38

Publication Date: July 1995 Country of Publication: USA

CODEN: SECUEU ISSN: 0890-8826

Language: English Document Type: Journal Paper (JP)

Treatment: Practical (P)

Abstract: Ironically, keeping track of **employee** time is itself a time-consuming task-even at small companies. Any security or cost control **benefits** can quickly be offset by the expense of recordkeeping. Enter automated solutions: photo or informational ID badges with magnetic stripe or bar code that **employees** swipe to "**punch in**." Firms then maintain electronic records as to a **worker**'s time and location at a facility. Systems yield not only better tracking of labor allocation but create a trail for potential investigations after an incident. (0 Refs)

Subfile: D

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00271295/9

DIALOG(R) File 15:ABI/Inform(R)

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00271295 85-11728

Timekeeper Is Time and Money Saver

Anonymous

Modern Office Technology v30n3 PP: 126-130 Mar 1985 CODEN: MDOPAW ISSN:

0026-8208 JRNL CODE: MOP

DOC TYPE: Journal article LANGUAGE: English LENGTH: 3 Pages

SPECIAL FEATURE: Charts

ABSTRACT: When Better-Bilt Aluminum (Smyrna, Tennessee) decided to convert to electronic timekeeping for its employees, it sought a system that would collect time daily, but also offer online communications with time terminals at remote sites. This lets supervisors get information directly from the time terminal or through data communications with a personal computer. The Timekeeper 70 from Kronos was selected. The system prints, punches, and totals on a traditional-looking time card, making the transition easier for employees. It stores information from the current pay period and can store information from the previous period for up to 96 hours into the current week. Reports produced daily by the system include: 1. efficiency hours, 2. category hours, and 3. exception time reports. Employees get a separate monthly incentive check when production efficiency rates exceed an established base. The system can separate regular hours from premium and incentive hours for each pay period.

DESCRIPTORS: Case studies; Automation; Payroll records; Electronic; Time;

Clocks & watches; Payroll; Processes; Building materials industry

CLASSIFICATION CODES: 5240 (CN=Software & systems); 8370 (CN=Construction industry); 9110 (CN=Company specific)

02648610/9

DIALOG(R)File 9:Business & Industry(R)
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02648610 (THIS IS THE FULLTEXT)

regional news: south

(The 571-bed Jackson Memorial Hospital to pay over \$1 mil in compensation after the U.S. Dept of Labor charges it with not paying overtime to 572 registered nurses)

Modern Healthcare, v 29, p 40

November 29, 1999

DOCUMENT TYPE: Journal ISSN: 0160-7480 (United States)

LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 194

TEXT:

JACKSON, Miss.-St. Dominic-Jackson Memorial Hospital agreed to pay more than \$1 million in compensation after the U.S. Department of Labor said the hospital didn't pay overtime to 572 registered nurses. The 571-bed hospital was investigated by the Wage and Hour District office in Jackson after it didn't pay its nurses the overtime required by the Fair Labor Standards Act. "The hospital paid all the back wages due and agreed to make the necessary procedural changes to avoid problems in the future," said Bill Jones, a spokesman for the Wage and Hour office. He said the nurses, as hourly workers, weren't exempt from the overtime requirements. The Fair Labor Standards Act requires most businesses to pay overtime after 40 hours per week. A special exemption that applies only to inpatient facilities permits the employer to pay overtime for hours worked beyond eight hours per day and 80 hours in a two-week pay period. "Using the 40-hour work week, all hours over 40 in the week must be paid at time and one-half," Jones said. St. Dominic only paid time-and-a-half for hours worked more than 80 in a two-week pay period, according to the Labor Department.

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COMPANY NAMES: ST DOMINIC-JACKSON MEMORIAL HOSPITAL

INDUSTRY NAMES: Health care delivery

PRODUCT NAMES: Hospitals (806000)

CONCEPT TERMS: All government; All market information; Capacity;

Litigation

GEOGRAPHIC NAMES: North America (NOAX); United States (USA)

28/7/1 (Item 1 from file: 35)
DIALOG(R) File 35:Dissertation Abs Online
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01786018 ORDER NO: AADAA-I1401006

Job satisfaction of dietitians in Texas

Author: Adams, Kathryn L.
Degree: M.S.
Year: 2000
Corporate Source/Institution: Lamar University - Beaumont (0424)
Source: VOLUME 39/01 of MASTERS ABSTRACTS.
PAGE 198. 36 PAGES
ISBN: 0-599-89346-X

The purpose of this study was to determine the level of job satisfaction of dietitians in Texas. Surveys were completed by 98 registered dietitians who attended the Texas Dietetic Association Annual Meeting and Trade Show in 1996. The Job Descriptive Index (JDI) and the Job in General (JIG) were used to assess job satisfaction. Another section of the survey obtained demographic data from participants.

Results of the survey indicated that dietitians in Texas were satisfied with most aspects of their jobs. The dietitians did, however, indicate that they were dissatisfied with opportunities for promotion. In addition, the dietitians indicated that they were ambivalent concerning the present **pay category**. Their scores in that category were in the neutral range, indicating that they were neither satisfied nor dissatisfied with the pay that they received.

28/7/2 (Item 2 from file: 35)
DIALOG(R) File 35:Dissertation Abs Online
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01602712 ORDER NO: AAD98-06643

RELATIONSHIPS BETWEEN SIXTH GRADERS' PSYCHOLOGICAL TYPE, READING ACHIEVEMENT AND KIND OF READER

Author: ARANT, IRIS SIMPSON
Degree: ED.D.
Year: 1993
Corporate Source/Institution: SOUTH CAROLINA STATE UNIVERSITY (1045)
Director: GEORGE J. MICHEL
Source: VOLUME 58/08-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 3006. 143 PAGES

The purpose of this study was to determine if any of the dimensions of psychological type were related to kind of reader, reading achievement score, ethnicity, or economic status in a selected group of sixth grade students. Six regular classes of heterogeneously grouped students from two middle schools in rural South Carolina yielded 117 subjects.

Instruments used were Murphy-Meisgeier Type Indicator for Children, Stanford 8 Achievement Test, and a Reading Log. Economic status was determined through generally recognized standards of participation in the school lunch program: full-, reduced-, or part-pay lunch as reported by parents.

Statistical analyses of the relations between the variables showed no significant relationship for type dimensions and kind of reader or reading scores. There were three significant interactions: On the Extraverted/Introverted (EI) and Thinking/Feeling (TF) interactions, Es who were either T or F scored highest. On the Sensing/Intuitive (SN) and Judging/Perceiving (JP) interactions, students who were both N and P scored highest; Ss generally scored lower except those who were P.

Ethnicity showed no significant relationship to kind of reader, type dimensions, or economic status. Significance between ethnicity and reading score showed Whites scoring higher than Blacks.

There was no significant relationship between economic status and kind of reader. Economic status was related to the JP dimension of type and to reading score. Students in the full/reduced category scored significantly

lower than those in the full-pay category .

Interactions among variables showed significances between ethnicity and reading score; kind of reader and reading score; ethnicity, economic status, kind of reader, and reading score. Highest scores were achieved by White students who were full-payers whether avid, average, or abstaining readers while; lowest scores were achieved by Blacks in the full-pay category who were average or abstaining readers.

28/7/3 (Item 3 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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01468423 ORDER NO: AADAA-I9607620

PUBLIC CHOICE ISSUES IN ENVIRONMENTAL ECONOMICS

Author: WERNER, MEGAN JOAN

Degree: PH.D.

Year: 1994

Corporate Source/Institution: UNIVERSITY OF CALIFORNIA, SAN DIEGO (0033)

Co-chairs: RICHARD T. CARSON; THEODORE GROVES

Source: VOLUME 56/11-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 4488. 89 PAGES

This dissertation focuses on practical mechanisms for determining the optimal provision of public goods, with emphasis on contingent valuation for environmental goods.

Chapter I examines three sets of issues related to the provision of public goods: practicality, incentives, and statistical considerations. An alternative measure to the mean and median, based on the average of conditional medians, is proposed. An incentive compatible mechanism, based on this proposed measure, is presented. The new measure has a straightforward adaptation for samples of the population. The proposed measure will generally be larger than the median, but less than the mean. For a given sample size, while estimates of the average of conditional median measure do not have quite as low a variance as the median, they have a considerably lower variance than estimates of the mean.

Chapter II presents an alternative elicitation mechanism, based on least absolute deviation regressions, in which the tax structure to finance provision is endogenously determined. This mechanism relaxes the incentive for agents to truthfully report, since it will be in an agent's interest to shave her reported willingness to pay if she believes that the reported valuations of other agents will be more than sufficient to ensure provision of the good. However, the potential effects from one agent underreporting are very limited, and decrease as the sample size increases. This mechanism will guarantee that majority support for the decision will be attained, and equity criteria will be satisfied.

Chapter III introduces a modification of the standard parametric survival model used for dichotomous choice contingent valuation data. Willingness to pay values are modelled as coming from a mixture distribution, where respondents in the lowest willingness to pay category may either have a small positive willingness to pay, or are indifferent to provision, hence have a zero willingness to pay. The mixture model leads to a dramatic reduction in estimates of mean willingness to pay. Covariates, such as income, are found to be more significant in determining the positive part of the distribution of willingness to pay when the zero willingness to pay category of respondents is included.

28/7/4 (Item 4 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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01220169 ORDER NO: AAD92-15459

A COMPARATIVE STUDY OF SELECTED HEALTH RISK BEHAVIORS OF BLACK AND WHITE CLINIC USERS (BLACKS, WHITES)

Author: HITCHCOCK, KIM ANITA

Degree: ED.D.

Year: 1991
Corporate Source/Institution: UNIVERSITY OF CINCINNATI (0045)
Adviser: CHET LAINE
Source: VOLUME 53/01-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 75. 112 PAGES

This study investigates the differences in health related risk factors between Black and White clinic users. Moreover, this study focuses on understanding the degree of group differences that are reflected by data collected from the administration of the Health Risk Appraisal (HRA) instrument to 154 subjects. The primary purpose of this study was to investigate the degree to which Blacks practice health promotive behaviors as compared to their White counterparts.

Study samples were drawn from suburban and urban health department clinics. The clinics were located in urban and suburban areas of a midwestern metropolitan area. The clinics operated on a sliding-fee scale: no one was excluded, and all clients paid according to their level of income. Eighty-four percent of the population that attended the clinics were on federal or state assistance, or were in a reduced **pay category**.

Adapting a design described in the research on the Health Risk Appraisal (Imrey and Williams, 1977), the researcher solicited volunteers from the waiting rooms of area health department clinics. Participants were asked to volunteer while waiting for appointments. The recruitment continued until a sample size of 154 was reached. There were 78 Blacks and 75 Whites. The sample included males and females, aged 16 and over.

Discriminant function analyses were performed to identify the health risk behaviors which contributed to a function which distinguishes between Black and White populations. The seven health risk behaviors which contributed significantly on the discriminant function which maximized the difference between the Black and White populations were: the alcohol consumed, rectal exams, use of seatbelts, smoking status with cigarettes and pipes, activity level, and fats eaten daily. The Black population reported consuming more alcohol, getting more rectal exams, being more active, smoking pipes more and cigarettes less, eating less fat, and wearing their seatbelts less. The major conclusion drawn from this study was that Blacks and Whites who attended these clinics were not practicing health promotive behaviors.

26/K,3/5 (Item 3 from file: 583)
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06172233

Unions Welcome Rail Deal

CZECHIA: AGREEMENT AT CZECH RAILWAYS
The Prague Post (XIL) 28 Jun-04 Jul 1995 p.1,2
Language: ENGLISH

... salary increases worth a total of Kc 420mn or US\$ 16mn starting in July 1995. **Special pay** hikes are being planned for certain regions in order to attract high-quality staff. At...

26/K,3/6 (Item 4 from file: 583)
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04050621

BUILDING WORKERS SET FOR **SPECIAL PAY** DEAL

IRELAND - BUILDING WORKERS SET FOR **SPECIAL PAY** DEAL
Construction News (CNN) 24 January 1991 p36

BUILDING WORKERS SET FOR **SPECIAL PAY** DEAL

IRELAND - BUILDING WORKERS SET FOR **SPECIAL PAY** DEAL

Irish construction workers are due to receive a **special pay** deal, following talks between unions, the govt and employers. Some 3k workers have had a...

26/K,3/7 (Item 5 from file: 583)
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03502197

RHCs IN SMART CARD TRIAL

US - RHCs IN SMART CARD TRIAL
Telephony (TLY) 7 May 1990 p11-12
ISSN: 0040-2656

...and Southern Bell were provided with smart cards for use in 10 cities on 140 **special pay** phones. The phones in BellSouth's and Bell Atlantic's areas are mostly located at...

26/K,3/8 (Item 6 from file: 583)
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01724225

NHS INTRODUCES SPECIAL PAYMENTS TO EASE RECRUITMENT PROBLEMS

UK - NHS INTRODUCES SPECIAL PAYMENTS TO EASE RECRUITMENT PROBLEMS
Financial Times (C) 1991 (FT) 2 March 1988 p8

...NHS management is resisting union pressure to increase London allowances and has suggested instead that **special pay** additions of between GBP1k and GBP500 should be introduced to ease recruitment of staff and...

26/K,3/9 (Item 7 from file: 583)
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01692461

PAY DISPUTE THREATENS ITV's OLYMPIC COVERAGE

UK - PAY DISPUTE THREATENS ITV's OLYMPIC COVERAGE

Sunday Times (ST) 14 February 1988 pA5

... ITV's GBP5m plan to screen the summer Olympic Games. The union has rejected a **special pay** deal for the Olympics, whereby workers would receive a GBP2k bonus if the union abandoned...

26/K,3/10 (Item 8 from file: 583)

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01274221

LOW MORALE AMONG BT ENGINEERS

UK - LOW MORALE AMONG BT ENGINEERS

London Evening Standard (LES) 24 August 1987 p16

...are not paid well enough and senior management is said to be considering making a **special pay** award to London workers although unions are opposed to such a move.

26/K,3/11 (Item 9 from file: 583)

DIALOG(R)File 583:Gale Group Globalbase(TM)

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00264384

CPSA TO ALLOW INTRODUCTION OF NEW TECHNOLOGY

UK - CPSA TO ALLOW INTRODUCTION OF NEW TECHNOLOGY

Financial Times (C) 1991 (FT) 10 May 1986 p5

... allow introduction of new technology, and cooperate with it in the future. The deal includes **special pay** rises from 1.8% to 19.3% to 150k clerical and data processing workers.

15/7/1 (Item 1 from file: 583)
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09414400

BEA expects back **pay period** as long as 7 years

HONG KONG: REVIEW ON RETIRE FUND PLANS

Oriental Daily (ATX) 29 Nov 2000 p.b4

Language: CHINESE

Over 1,000 employers and **employees** have registered the mandatory provident fund (MPF) industry plans offered by Bank of East Asia (BEA) daily in recent weeks. More than 10,000 MPF subscribers have joined BEA's industry plans. Sun Hung Kai Properties and Maxim's Caterers Ltd. have chosen to sign up with BEA's industry plans for 2,000 **employees**. The bank expects the pay-back period of its MPF industry plans will take as long as 7 years. Maxim's Caterers Ltd. has 13,000 staff, including about 3,500 of them working in overseas and China. *

16/7/1 (Item 1 from file: 583)
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06399865
Chaudfontaine: premiYre Ztape vers un accord
BELGIUM: INITIAL AGREEMENT AT CHAUDFONTAINE
L'Echo (EB) 29 Nov 1996 p.6
Language: FRENCH

The management and trade unions of Chaudfontaine, a Belgian mineral water and squash subsidiary of Interbrew, the Brewery company, have come to an agreement to extend the social provisions included in a three to five year restructuring plan. The extension will enable 47 people to **benefit** from the early retirement system instead of 26. The management also plans to adapt the work **time schedule** and to make the **workers** specialised in several areas. Other measures must still be found in order to reach the plan's objectives.

16/7/2 (Item 1 from file: 35)
DIALOG(R) File 35:Dissertation Abs Online
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886033 ORDER NO: AAD85-14086
A STUDY OF THE FACTORS CONTRIBUTING TO JOB SATISFACTION OF FEMALE TEACHERS (SUPERVISION, PERSONAL LIVES, EDUCATION)
Author: FARERI, CAMILLE
Degree: ED.D.
Year: 1985
Corporate Source/Institution: STATE UNIVERSITY OF NEW YORK AT ALBANY (0668)
Source: VOLUME 46/05-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 1139. 171 PAGES

The purpose of this study was to describe and explain those aspects of teaching which the female teacher who is neither satisfied nor dissatisfied with her job finds positive, negative, or compensating. This study was guided by the following three research questions: (1) What aspects of teaching do those teachers who are neither satisfied nor dissatisfied view as positive aspects of teaching? (2) What aspects of teaching do those teachers who are neither satisfied nor dissatisfied view as negative aspects of teaching? (3) What aspects of teaching, and of their lives outside of teaching, do those teachers classified as neither satisfied nor dissatisfied view as compensating for whatever satisfaction is lacking within their jobs?

An identification questionnaire based on the rationale of the Herzberg theory of job satisfaction was used to classify female teachers as satisfied, dissatisfied, or neither satisfied nor dissatisfied. Fourteen respondents, self-identified as neither satisfied nor dissatisfied, were interviewed twice. The second interview questions extended, defined, and explained themes that emerged from the first interview, which dealt with the positive and negative aspects of teaching.

The two main positive aspects of teaching were the ability to interact with children and enjoyment of the subject taught. The negative aspects included isolation, lack of recognition, and lack of respect. The **time schedule** and a pseudo-autonomy allowed teachers to compensate for the lack of intrinsic satisfaction in teaching.

Compensators, variables present within the job institution which allow **employees** to seek **compensation** for a not intrinsically satisfying work situation, were defined and discussed as existing in addition to satisfiers and dissatisfiers. The compensators available within teaching were arranged on a taxonomy, starting with those that **benefit** teachers but not teaching, through those that directly **benefit** both teachers and teaching. The highest-order compensator in teaching was involvement in alternative programs. Job factors that are compensators are not available to all **employees**, are not used by all **employees**, and are such that

their existence and value change over time.

This study suggests further research to confirm the existence of compensators, both in teaching and in other fields. It also discusses how educational policy makers can develop practices that establish, and capitalize on, compensators for teachers.

24/K,3/1 (Item 1 from file: 2)
DIALOG(R)File 2:INSPEC
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6131497

Title: User centered development. A case study at the Social Security Administration

Author(s): Wheeler, S.

Author Affiliation: Social Security Adm., Baltimore, MD, USA

Journal: TODAY-The Journal of Work Process Improvement vol.20, no.4

p.6-7

Publisher: Assoc. Work Process Improvement,

Publication Date: Oct. 1998 Country of Publication: USA

CODEN: TODAFN ISSN: 1073-2233

SICI: 1073-2233(199810)20:4L.6:UCDC;1-5

Material Identity Number: H216-1998-001

Language: English

Subfile: D

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Abstract: Kennesh S. Apfel, Commissioner of Social Security, recently presented the agency's highest **award** to fifty **employees** for their contributions to the development and implementation of the agency's first major client-server application, the Customer Help and Information **Program** or CHIP. The fact that nine users were included in the team **award** might be considered unusual by some **software** development teams, but it is consistent with the user-centered development processes that were followed throughout the CHIP project. The popularity of the CHIP **software** with the agency's telephone representatives is generally believed to be a product of the...

... actions for customers who contact SSA by telephone. For most common inquiries, CHIP provides the **user** with instant and pertinent **information** to identify the caller and instructions to complete the call or requested action. CHIP also...

...Descriptors: **software** development management

...Identifiers: Customer Help and Information **Program** ; ...

...**software** development teams

24/K,3/2 (Item 2 from file: 2)
DIALOG(R)File 2:INSPEC
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5813702 INSPEC Abstract Number: C9803-7210-009

Title: GEMISIS 2000 exploitation and commercialisation of the information superhighway

Author(s): Clark, M.J.; Linge, N.

Author Affiliation: Acad. Inf. Services, Salford Univ., UK

Journal: Computing & Control Engineering Journal vol.8, no.6 p.

257-63

Publisher: IEE,

Publication Date: Dec. 1997 Country of Publication: UK

CODEN: CCEJEL ISSN: 0956-3385

SICI: 0956-3385(199712)8:6L.257:G2EC;1-L

Material Identity Number: N648-97007

U.S. Copyright Clearance Center Code: 0956-3385/97/\$10.00

Language: English

Subfile: C

Copyright 1998, IEE

Abstract: GEMISIS is a major project based on partnerships wishing to achieve **user** -driven exploitation of the **information** superhighway on a local and regional basis for the **benefit** of the region's residents and **employees**. GEMISIS is an acronym for Government, Education, Medical, Industrial and Social Information Superhighway. The paper...

...Descriptors: educational **computing** ; ...

...medical **computing**

...Identifiers: **employees** ;

24/K,3/3 (Item 3 from file: 2)

DIALOG(R)File 2:INSPEC

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5447978 INSPEC Abstract Number: C9701-7160-033

Title: Converting from mainframe to client/server at Telogy Inc

Author(s): Duncan, D.G.; Lele, S.B.

Author Affiliation: Dept. of Comput. Inf. Syst., California State Univ.,
Hayward, CA, USA

Journal: Journal of Software Maintenance: Research and Practice vol.8,
no.5 p.321-44

Publisher: Wiley,

Publication Date: Sept.-Oct. 1996 Country of Publication: UK

CODEN: JSMPEU ISSN: 1040-550X

SICI: 1040-550X(199609/10)8:5L.321:CFMC;1-Q

Material Identity Number: N637-96006

U.S. Copyright Clearance Center Code: 1040-550X/96/050321-24

Language: English

Subfile: C

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Abstract: The paper summarizes many cost-**benefit** issues addressed by Telogy Inc. in its decision to replace its legacy mainframe **computer** system with a client/server system as a major component of re-engineering the entire organization. Lessons learned are intended to **benefit** decision makers in assessing the feasibility of migrating their current operations to a client/server...

... The paper summarizes what Telogy Inc. experienced during and after conversion of its centralized mainframe **computer** system to a distributed, client/server environment. Issues addressed include reasons for the migration, comparison of mainframe and client/server systems, outsourcing, cost- **benefit** considerations, productivity impact, roles of vendors and users, training, responsibility for data synchronization, and **software** maintenance. Lessons learned address: (1) overcoming resistance to change, (2) managing **user data** during conversion, (3) involving users in the migration, and (4) linking migration success with management and **employee** performance appraisal and **compensation** .

...Descriptors: cost-**benefit** analysis...

...**software** maintenance...

...**software** management

...Identifiers: legacy mainframe **computer** system...

...cost-**benefit** issues...

...**software** maintenance...

...**user data** management...

...**employee** performance appraisal...

...**employee** performance **compensation**

24/K,3/4 (Item 4 from file: 2)

DIALOG(R)File 2:INSPEC

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4945840 INSPEC Abstract Number: B9506-0170C-022, C9506-7410D-101

Title: Designing work cells for high performance

Author(s): Pomorski, T.; Colucci, S.
Author Affiliation: Nat. Semiconductor Corp., South Portland, ME, USA
p.8-12
Publisher: Semicond. Equipment & Mater. Int, Mountain View, CA, USA
Publication Date: 1993 Country of Publication: USA vi+253 pp.
Conference Title: Proceedings of 1993 IEEE/SEMI Advanced Semiconductor
Manufacturing Conference and Workshop
Conference Sponsor: IEEE; Semicond. Equipment & Mater. Int
Conference Date: 18-19 Oct. 1993 Conference Location: Boston, MA, USA
Language: English
Subfile: B C
Copyright 1995, IEE

...Abstract: development process is on the integration of factory design elements including task definition, organizational structure, **information** systems, rewards, hardware upgrades, and **user** skills enhancement. The work cell, in its final form, provides an adaptive, self-directed and...

... non-value added activities, and improved product yields. Examples of some of the non-tangible **benefits** of the work cell implementation such as operator skills enhancement, improved communications, **employee** empowerment and active operator participation in planning and decision making have also be discussed.

Descriptors: **computer** integrated manufacturing...

...Identifiers: **employee** empowerment

24/K,3/5 (Item 5 from file: 2)

DIALOG(R) File 2:INSPEC

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03907589 INSPEC Abstract Number: C91039090

Title: Great expectations and the reality of university computing resources

Author(s): Padilla, W.; Rigg-Healy, B.

Author Affiliation: Comput. & Inf. Resources & Technol., New Mexico Univ., Albuquerque, NM, USA

Conference Title: ACM SIGUCCS User Services Conference XVI. ACM Silver Anniversary - Still Sailing p.65-9

Publisher: ACM, New York, NY, USA

Publication Date: 1988 Country of Publication: USA x+444 pp.

ISBN: 0 89791 286 1

Conference Sponsor: ACM

Conference Date: 30 Oct.-2 Nov. 1988 Conference Location: Long Beach, CA, USA

Language: English

Subfile: C

Title: Great expectations and the reality of university computing resources

Abstract: Hysteries coming from a user were a common scene at the **Information** Resource Center (IRC), the end- **user** service branch of **Computer** and **Information** Resources and Technology (CIRT) at the University of New Mexico (UNM). Users would come in...

... unrealistic deadlines assigned by their bosses, who, in turn, had unrealistic expectations of both their **employees** ' skills and **computer** technology in general. Often, the center had the added problem of dealing with a user who was using unsupported hardware and/or **software** . Because this was occurring with increasing frequency, the subject of how to deal with this...

... the problems they face. While upper management at UNM tends to be well-informed about **computer** technology and its **benefits** , mid-level managers as a group had not been targeted for **computer** training.

Descriptors: **computer** facilities...

...educational **computing**
...Identifiers: unsupported **software** ; ...

...university **computing** resources...

...employees ' skills...
...computer technology...

...computer training

24/K,3/6 (Item 6 from file: 2)

DIALOG(R)File 2:INSPEC

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03513264 INSPEC Abstract Number: C90003241

Title: Content based retrieval of revisable compound documents-the evolution of full text databases

Author(s): Newton, P.; Brightwell, J.; Szczesny, K.

Conference Title: OIS International 1989. Proceedings of the Sixth Annual Conference on Optical Information Systems p.216-22

Publisher: Meckler, London, UK

Publication Date: 1989 Country of Publication: UK 248 pp.

Conference Sponsor: Meckler; Cimtech

Conference Date: 15-17 May 1989 Conference Location: London, UK

Language: English

Subfile: C

...Abstract: in online databases. Solving these problems will address the needs of a new category of **user**, the business **information worker**. The extensive capabilities required to meet the needs of business represents a significant departure from the current capabilities of content-based retrieval systems. The **benefit** of this new technology is that much of the information which is now consigned to paper may be **computerized**, moving a step closer to a paperless office.

24/K,3/7 (Item 7 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2001 Institution of Electrical Engineers. All rts. reserv.

02855006 INSPEC Abstract Number: C87019312

Title: Office ergonomics: design methodology and evaluation

Author(s): Stubler, W.F.; Bernard, T.E.

Author Affiliation: Westinghouse R & D Center, Pittsburgh, PA, USA

Conference Title: Proceedings of the Human Factors Society 30th Annual Meeting p.187-91 vol.1

Publisher: Human Factors Soc, Santa Monica, CA, USA

Publication Date: 1986 Country of Publication: USA 2 vol. xxi+1462 pp.

Conference Date: 29 Sept.-3 Oct. 1986 Conference Location: Dayton, OH, USA

Language: English

Subfile: C

Abstract: Presents a methodology for developing work environments for white-collar **workers** based on an analysis of their high value work activities and environmental needs. The methodology utilizes **user**-oriented **data** collection techniques such as structured group meetings and interviews to reduce the need for extensive task analyses. A pilot study was conducted with a group of **computer** systems analysts, user support specialists, and consultants using this methodology. The results of an evaluation **program** that measured changes brought about by the design are discussed. **Benefits** realized from the design include improved ability to concentrate, decreased pain/stiffness in extremities, more...

...Identifiers: white-collar **workers** ; ...

...**user** -oriented **data** collection techniques...

...**computer** systems analysts

24/K,3/8 (Item 8 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2001 Institution of Electrical Engineers. All rts. reserv.

02460146 INSPEC Abstract Number: C85029697, D85001609

Title: Conrail's office system

Author(s): Eustice, T.F.

Author Affiliation: Consolidated Rail Corp., Philadelphia, PA, USA

Conference Title: OAC '85. Office Automation Conference Digest p.

227-32

Editor(s): Goldthwaite, J.

Publisher: AFIPS Press, Reston, VA, USA

Publication Date: 1985 Country of Publication: USA v+371 pp.

ISBN: 0 88283 042 2

Conference Sponsor: AFIPS

Conference Date: 4-6 Feb. 1985 Conference Location: Atlanta, GA, USA

Language: English

Subfile: C D

...Abstract: Office studies are designed to significantly reduce paperwork costs and improve clerical performance. Far greater **benefits** are being realised as productivity improvements are extended to managers and professionals. Conrail Office System is a distributed network which provides text, **data** and communication function to a **user** community of over 1000 **employees**. Initial justification was based on the text capability of the system, and that alone has...

... including electronic mail (DISOSS) was incorporated in 1981. Capabilities were expanded to integrate text and **data** processing during early 1982; **user** access to multiple hosts became available during 1983; and personal **computing** was added in early 1984. The long range goal of Conrail is to link office...

...Identifiers: personal **computing**

24/K,3/9 (Item 1 from file: 99)

DIALOG(R)File 99:Wilson Appl. Sci & Tech Abs

(c) 2001 The HW Wilson Co. All rts. reserv.

1254713 H.W. WILSON RECORD NUMBER: BAST95050472

Developing a prototype job evaluation expert system: a compensation management application

Mahmood, Mo Adam; Gowan, Mary A; Wang, Shwu-Ping

Information & Management v. 29 (July '95) p. 9-28

DOCUMENT TYPE: Feature Article ISSN: 0378-7206

Developing a prototype job evaluation expert system: a compensation management application

ABSTRACT: A prototype model for the job evaluation phase of structuring **compensation** is presented. The model, known as the job evaluation expert system (JEES), is designed to...

...in information systems (ISs) jobs using the point method of job evaluation. JEES prompts the **user** to furnish **information** on different factors that pertain to an ISs job and on different levels within each factor. The development process of the system involved problem identification, hardware and **software** selection, knowledge base design, and knowledge base validation. JEES does not eliminate the job evaluator ...

DESCRIPTORS: ...**Employees** --;

24/K,3/10 (Item 2 from file: 99)
DIALOG(R)File 99:Wilson Appl. Sci & Tech Abs
(c) 2001 The HW Wilson Co. All rts. reserv.

1140319 H.W. WILSON RECORD NUMBER: BAST94008867
PG&E sees big benefits in its massive client-server project
Simila, Alan W;
Electrical World v. 207 (Dec. '93) p. 5-8
DOCUMENT TYPE: Feature Article ISSN: 0013-4457

PG&E sees big benefits in its massive client-server project

ABSTRACT: Pacific Gas & Electric (PG&E) is converting its customer **information** system (CIS) to a **client** /server configuration on an enterprise-wide basis. The utility's CIS, which is used on a full-time basis by some 2,000 **employees**, processes 1 million customer input transactions and 300,000 bills per day. The client/server...

...216 core dialogs of user functionality. With the new client/server CIS, a PG&E **employee** will have access to all the information needed to provide any one customer with responses...

DESCRIPTORS: Client server **computing** ; ;

24/K,3/11 (Item 1 from file: 233)
DIALOG(R)File 233:Internet & Personal Comp. Abs.
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00627348 01WK04-007

Remember the user's point of view -- Hard-to-handle applications can frustrate customers and cost sales
Ricadela, Aaron
Information Week, April 2, 2001, n831 p48-56, 4 Page(s)
ISSN: 8750-6874

Talks about efforts among information technology (IT) shops, commercial **software** vendors, and Web site developers to design the best user interface in applications. Reports that the rise of electronic business means that poorly designed **software** irritates **employees**, slows their productivity, and costs sales. Says that the key to usable Web **software** lies in thinking about the front and back ends of the application in concert. Describes the business **benefits** companies hope to achieve by reducing the complexity of IT assets: cost reductions; increased productivity; better internal communications; tighter relationships with customers; better external communications; faster return on investment; better **employee** retention; increased ability to find new customers; more new projects; bigger IT budgets; and ability to hire less-expensive **workers**. Includes a chart and three photos. (MEM)

Descriptors: **User** Interface; Application Development; **Software** Publishing; **Information** Technology; Human- **Computer** Interaction; Management

24/K,3/12 (Item 2 from file: 233)
DIALOG(R)File 233:Internet & Personal Comp. Abs.
(c) 2001 Info. Today Inc. All rts. reserv.

00616572 00NR12-313

Should users be allowed to add whatever they want to the network? -- Permitting users to add software and devices to the network offers benefits and risks

Lane, Mike; O'Connor, Robert
Network World, December 25, 2000, v18 n1 p81, 1 Page(s)
ISSN: 0887-7661

... users be allowed to add whatever they want to the network? --
Permitting users to add software and devices to the network offers
benefits and risks

Presents arguments in favor of and against allowing **employees** and
users to add whatever they like to the enterprise network without the
permission and knowledge of the information technology (IT) personnel and
network manager. Says that allowing **employees** to personalize their
workstations with **software** or devices makes them more comfortable and
increases their productivity. Mentions, however, that such practice...

... making users legally responsible for their own installations and
clarifying that IT does not support **software** it has not installed.
Explains that users should not be allowed to indiscriminately add **software**
or devices to the network if the network itself has been designed to help
a...

Descriptors: Networks; Network Management; User Groups;
Information Technology; Enterprise Computing

24/K,3/13 (Item 3 from file: 233)

DIALOG(R)File 233:Internet & Personal Comp. Abs.

(c) 2001 Info. Today Inc. All rts. reserv.

00606627 00EW07-414

**Fast train to hot Web skills -- Bullet training targets skills gaps to
get IT work forces ready to hit the Net**

Vaas, Lisa

eWeek, July 31, 2000, v17 n31 p49-59, 4 Page(s)

ISSN: 0740-1604

... lunch-hour seminars and customized training modules delivered over
the Internet or intranet. Cites the **benefits** of retraining: lower salary
and recruiting costs, improved **employee** relations, and speed equivalent
to the pace of hiring new Web talent. Explains that the Automatic Data
Processing Inc. (ADP) **program** includes two weeks of self-paced work with
online multimedia courses plus 14 weeks of...

Descriptors: Training; Career Education; Electronic Commerce; Client
-Server **Computing**; Information Technology; Human Resources;
Programming Instruction

24/K,3/14 (Item 4 from file: 233)

DIALOG(R)File 233:Internet & Personal Comp. Abs.

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00558573 00IK01-109

Agencies add mainframes for Web apps

Koller, Mike

InternetWeek, January 10, 2000, n795 p27, 1 Page(s)

ISSN: 0746-8121

...System 390 (S/390) mainframes to manage a 401(K) plan for all federal
government **workers**. Explains that S/390s will be used by the Texas
Workforce Commission to run an online public job search system. Mentions
that S/390s will help to administer 210,000 **benefits** contracts on behalf
of the state of Wisconsin. Explains that the S/390 was selected...

Descriptors: Mainframe; Federal Government; State Government; Client
-Server **Computing**; Information Technology; Intranets

24/K,3/15 (Item 5 from file: 233)

DIALOG(R)File 233:Internet & Personal Comp. Abs.

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00537707 99NT06-003

NDS integration for PeopleSoft -- Bridging the gap between human

resources and IT

Kennard, Linda

NetWare Connection , June 1, 1999 , v10 n6 p28-33, 6 Page(s)

ISSN: 1076-3422

Company Name: Novell

Product Name: NDS Integration for PeopleSoft

... NDS) databases to allow information sharing and make it easier to change, add and delete **employee** data. Notes that the **software** components of NDS Integration for PeopleSoft are installed by Novell consultants on network clients and servers. Cites several **benefits**, including **user** account automation and **data** synchronization, self-service access to PeopleSoft data, single username and password, and single login. Says...

Descriptors: Personnel; Management; Directories; Database ; Networks; Server; Synchronization

24/K,3/16 (Item 6 from file: 233)

DIALOG(R)File 233:Internet & Personal Comp. Abs.

(c) 2001 Info. Today Inc. All rts. reserv.

00429739 96PK07-109

Hire and higher -- Client/server and Web-based systems raise the stakes for solving HR headaches

Wilkinson, Stephanie

PC WEEK , July 8, 1996 , v13 n27 p45, 51, 2 Page(s)

ISSN: 0740-1604

Company Name: Grand Casinos; PDS

Reports on the decision by Grand Casinos Inc. to implement a **client / server** human resources **information** system (HRIS) from PDS Inc., to organize the staffing of its nine properties. Indicates that...

... out that the Grand Casinos' system will be able to manage both hiring processes and **employee benefits**, and it will also contain an interface with the outsource payroll service. Explains that Grand...

Descriptors: Human Resources; Employment; Data Base Management; Payroll; Information Retrieval; Internet; Client -Server Computing

24/K,3/17 (Item 7 from file: 233)

DIALOG(R)File 233:Internet & Personal Comp. Abs.

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00429039 96WN07-018

Stay on top of staff status: WorkWise- Employee File 3.0

Patz, Joel

Windows Magazine , July 1, 1996 , v7 n7 p118, 1 Page(s)

ISSN: 060-1066

Company Name: Paradigm Software Development

Product Name: WorkWise **Employee** File

Stay on top of staff status: WorkWise- Employee File 3.0

Company Name: Paradigm Software Development

Product Name: WorkWise **Employee** File

Presents a favorable review of WorkWise-**Employee** File v3.0 (\$129), an **employee** information-gathering **program** from Paradigm Software Development (800). Runs on IBM PC compatibles with 8MB RAM, 8MB hard disk space, and Windows 3.1x or 95. Explains that WorkWise **employee** files contain job classifications; name, address, and contacts; locations, and payroll **information**; as well as 36 **user**-definable categories to which you can add data or scanned photos. Indicates that this **program** tracks assigned and accrued vacation time, and includes a corporate policy folder for collecting company data and organization charts. Notes that this package includes a Time-off **Benefits** Wizard for adapting predefined policies to fit your own; and a Custom View Wizard to...

...and records. However, complains that WorkWise does not offer a time card format. Rates WorkWise-**Employee** File four out of five Windows. Includes a product summary. (jo)

Descriptors: Human Resources; Window **Software** ; **Software** Review; Management; Personnel

Identifiers: WorkWise **Employee** File; Paradigm **Software** Development

24/K,3/18 (Item 1 from file: 583)

DIALOG(R)File 583:Gale Group Globalbase(TM)

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02992278

GOVT IS MAJOR **USER** OF **INFORMATION** TECHNOLOGY

UK - GOVT IS MAJOR **USER** OF **INFORMATION** TECHNOLOGY

Independent (TI) 23 October 1989 p5

GOVT IS MAJOR **USER** OF **INFORMATION** TECHNOLOGY

UK - GOVT IS MAJOR **USER** OF **INFORMATION** TECHNOLOGY

One third of those employed by the Civil Service, 200k **employees** , were users of information technology (IT) in 1988. Spending on IT represented 15% of Civil...

... of public spending. The Dept of Social Security aims to expand its IT programme for **benefit** payment from the current 23 local offices involved to its entire 500 offices. A 9...

... IT development in the public sector was constrained by cost, structure and the lack of **computer** awareness of senior civil servants.

PRODUCT: **Computers** & Auxiliary Equip

Industry: **Computer** Hardware

24/K,3/19 (Item 1 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

(c) 2001 ProQuest Info&Learning. All rts. reserv.

01627881 ORDER NO: AAD98-22489

A DESCRIPTION AND INTERPRETATION OF THE WORK OF EXEMPLARY PRIVATE REHABILITATION COUNSELORS IN MICHIGAN (REHABILITATION COUNSELING)

Author: MIRCH, MARTHA CHAPIN

Degree: PH.D.

Year: 1997

Corporate Source/Institution: MICHIGAN STATE UNIVERSITY (0128)

Source: VOLUME 59/01-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 95. 194 PAGES

...they interpret best practice. Private rehabilitation counselors, supervisors, and managers from the Michigan Bureau of **Workers** ' Disability **Compensation** Approved Vocational Rehabilitation Facility provider list were contacted and requested to nominate private rehabilitation counselors ...

...tape recorded and transcribed. The transcripts were coded and sorted using NUD*IST\$\sp{\copyright}\$ **software** . A general qualitative approach for identifying thematic lines was used to analyze the **data** . Findings revealed that the **client** -counselor relationship was emphasized as important to rehabilitation counseling by this group of exemplary counselors...

24/K,3/20 (Item 2 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

(c) 2001 ProQuest Info&Learning. All rts. reserv.

01171878 ORDER NO: AAD91-24333

THE EFFECTS OF CONCEPTUAL MODELS AND PRESENTATION METHODS ON GROUP MEMBER PERCEPTIONS AND UNDERSTANDING FOR NOVICE USERS OF A GROUP DECISION SUPPORT SYSTEM

Author: ROBICHAUX, BARRY PAUL

Degree: PH.D.

Year: 1991

Corporate Source/Institution: UNIVERSITY OF GEORGIA (0077)

Source: VOLUME 52/04-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 1433. 289 PAGES

Advances in technology have led to an evolution of **computer** tools designed to improve **employee** efficiency and effectiveness. While many systems are claimed to be "user friendly," their use typically...

...have been identified for training end users, but the MIS literature fails to provide prescriptive **information** for designing end-user instruction.

This exploratory study used a controlled laboratory experiment to learn influences on novices' perceptions...

...description of the features of GDSS, and a list of the features and the associated **benefits** derived from their inclusion.

The presentation method manipulation varied the environment in which users were...

...and conceptual models had little effect on outcomes. Individual characteristics such as motivation, typing skills, **computer** experience, and group communication apprehension level also influenced the attitudes formed and understanding achieved by users. **Computer** experience was most influential in facilitating GDSS understanding. The importance of allowing users to experience...

24/K,3/21 (Item 3 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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01135923 ORDER NO: AAD90-23155

USER INFORMATION SATISFACTION (UIS) AND USER PRODUCTIVITY: AN EMPIRICAL EXAMINATION

Author: GATIAN, AMY ELIZABETH WILLIAMS

Degree: PH.D.

Year: 1989

Corporate Source/Institution: VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY (0247)

Source: VOLUME 51/08-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 2800. 252 PAGES

USER INFORMATION SATISFACTION (UIS) AND USER PRODUCTIVITY: AN EMPIRICAL EXAMINATION

In this research the relationships between **user information** satisfaction (UIS) and **user** productivity were examined. Two users groups were used to test the following hypotheses: (1A) There...

...UIS and a user's sex. (4C) There is no relationship between UIS and a **user** 's level of education.

Data utilized in testing the hypotheses were collected with a packet of six questionnaires mailed to...

...were tested with multiple regression.

The findings can be summarized as follows: (1) Satisfaction with **computer** processing was correlated with making better operating budget decisions for both groups and helping academic...

...and with helping academic users track activity in research accounts, and

to feel they have **benefited** overall from FRS. (3) Satisfaction with the linear combination of inputs and problem finding was correlated with financial transactions per full time **employee** equivalents (FTE), late internal reports per total internal reports and number of ledger accounts per...

24/K,3/22 (Item 4 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
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941202 ORDER NO: AAD87-02693

IMPLEMENTING COMPUTER SYSTEMS IN SOCIAL SERVICE AGENCIES: AN ANALYSIS OF COSTS AND BENEFITS FOR THE DIRECT SERVICE STAFF

Author: BRONSON, DENISE ELLEN

Degree: PH.D.

Year: 1986

Corporate Source/Institution: THE UNIVERSITY OF MICHIGAN (0127)

Source: VOLUME 47/10-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3870. 183 PAGES

IMPLEMENTING COMPUTER SYSTEMS IN SOCIAL SERVICE AGENCIES: AN ANALYSIS OF COSTS AND BENEFITS FOR THE DIRECT SERVICE STAFF

This study explored the costs and **benefits** of **computerization** for the direct service **workers** in a social service agency in order to determine the conditions under which the implementation of **computers** will be successful. The implementation process was divided into four phases: (a) Preparation, (b) Transition, (c) Management Reports, and (d) **Worker** Reports. It was hypothesized that each of these phases would be characterized by different costs and **benefits** for the casework staff and that their satisfaction with the **computerization** effort would increase when the **benefits** outweighed the costs, and decrease when the costs were greater than the **benefits**.

Data were collected for 51 weeks from the direct service staff in an agency which was in the process of **computerizing** its **client information** system. Questionnaire **data** were used to monitor the **workers**' satisfaction with the **computer** system, their opinions on the **computer**-generated reports, and their perceptions as to whether the system made their jobs easier or...

...the implementation process as it was sequentially initiated for three treatment programs in the agency. **Computer** Satisfaction scores for individual caseworkers, and aggregated for each of the treatment groups, were analyzed for the implementation phases. The relationship between **Computer** Satisfaction scores and various **workers** characteristics was also analyzed.

The findings were limited by subject attrition. Very little change in **Computer** Satisfaction scores was observed during the implementation process; however, the results support the hypothesis that **computer** satisfaction ratings are related to the costs and **benefits** of **computerization**. **Computer** Satisfaction scores declined as **workers**' ratings on an effort index rose during Transition. Similarly, **Computer** Satisfaction scores tended to rise when the **workers** began receiving reports that were designed to facilitate case-management. In addition, higher **Computer** Satisfaction scores throughout the implementation were reported by **workers** who were older and those who had been with the agency longer. Higher pre-implementation expectations for the **computer** were also associated with greater satisfaction, and finally, **workers** in administrative positions were more likely to be satisfied with the **computer** system.

...

18/7/1 (Item 1 from file: 20)
DIALOG(R)File 20:World Reporter
(c) 2001 The Dialog Corporation. All rts. reserv.

18092894 (THIS IS THE FULLTEXT)
Web-Based Technology Makes Paperless Payroll Possible
PR NEWSWIRE
July 31, 2001

TAMPA, Fla., July 31 /PRNewswire/ -- Employers can now offer a completely paperless payroll, according to National Payment Corporation, specialists in payroll Direct Deposit and originators of EZStub, a web-based pay stub for employees who receive paychecks via the Company's payroll Direct Deposit service. (Photo: <http://www.newscom.com/cgi-bin/prnh/20010115/FLM005-a>) (Photo: <http://www.newscom.com/cgi-bin/prnh/20010115/FLM005LOGO-b>)

"With more employees having Internet access, EZStub is an efficient, convenient way for our clients to expedite payroll," says Jim Greenhaus, National Payment's vice president for marketing and sales. "EZStub is a natural extension of our Web Direct Deposit service for clients who upload payroll information to our processing center via the Internet."

With EZStub, employees who have opted for payroll Direct Deposit can access a password-protected web site to receive current pay stub information and their EZStub pay history. On payday, payroll Direct Deposit employees receive an email with a link to the EZStub web site as a reminder. Employer benefits of using EZStub include: * Saves time by eliminating hand or mail distribution of pay stubs. * Eliminates the need to reproduce lost or undelivered pay stubs for employees. * Eliminates the cost of printing pay stubs each pay period for payroll Direct Deposit employees. Employee benefits include: * Easy access to pay information via computer with a browser and Internet connection. * Immediate access to pay history. * Ability to email pay stub information to accountants, lenders and others needing pay verification. * On-time delivery. Web Direct Deposit

Web Direct Deposit was the nation's first web-based payroll Direct Deposit service. Using uploaded data from the customer's payroll system, Web Direct Deposit allows employers to send information safely to National Payment's processing center. All employee and payment information is protected by SSL encryption, the industry's safest form of data security. Using the account number and password, employers can also access the previous two months of transmission detail.

Now celebrating its 10th anniversary, National Payment Corporation (www.directdeposit.com) is the nation's largest independent provider of payroll Direct Deposit products and services for small and mid-sized businesses. The Tampa, Fla.-based company, a pioneer in cost-effective Internet-based Direct Deposit services, now processes more than \$1 billion per year on behalf of its clients and has recently introduced EZStub, an electronic pay stub that provides customers with the final element of the "paperless payroll."

MAKE YOUR OPINION COUNT - Click Here
<http://tbutton.prnewswire.com/prn/11690X44126747>
/CONTACT: Allison McCoy or Suzie Boland, both of RFB Communications Group, Inc., +1-813-250-0434, or +1-813-259-0345, or calliecat3@aol.com, for National Payment Corporation/ 05:11 EDT

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18/7/2 (Item 2 from file: 20)
DIALOG(R)File 20:World Reporter
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14311253
Internet Holds Promise for Work-Site Marketing
BESTWIRE
December 18, 2000

OLDWICK, N.J. (BestWire) - Some insurers are betting that the Internet will fuel a resurgence in marketing insurance products in the workplace. Last year, employees at Deutsche Bank Co., New York, had their first opportunity to use their desktop computers at work to buy a variety of insurance coverages, including automobile and pet health care. It was a new phenomenon, made possible by a financial-services portal that operates through a Web site and call center. "We didn't offer those benefits in the past, but this is a fast, convenient, competitive and efficient way to offer benefits to our employees at really no charge to us," said Vice President Steven Vigneron. Deutsche Bank is one of many employers that are looking to the Internet as an easy way to offer voluntary benefits to their employees. At a time when employers are battling to attract and retain good employees and are working to create a productive culture in their companies, the availability of voluntary benefits--group or individual benefits that employees pay for themselves--is important. The Internet has given employers and insurers a way to solve problems associated in the past with marketing voluntary benefits at the work site. Powered by the Internet, work-site marketing's time has come, said Gary Breitbart, corporate vice president of e-business and marketing, Prudential Institutional, a unit of Prudential Insurance Company of America, Newark, N.J. In 1998, work-site insurance sales totaled an estimated \$2 billion in new annualized premium and \$9 billion of in-force premium, but there is still a large block of business waiting to be tapped, according to "Worksite Marketing: Reality vs. Promise," a study prepared by Conning & Co. and Eastbridge Consulting Group. There may be as many as 1.4 million prospective employer accounts for new work-site programs, the study said. One reason work-site marketing hasn't reached its full potential is that there have been difficulties with enrollment--actually signing up employees for insurance coverage. Traditionally, the brokers who sell the employer accounts are primarily responsible for enrolling employees, and their procedures are often inadequate in educating employees about their benefit choices and supporting them in the application process, the Conning and Eastbridge study said. Using the Internet, insurers can disseminate information and interact directly with employees as they apply. Some employers have been slow to embrace electronic enrollment because they perceive it would take a great deal of work to get up and running, although it's actually less work than conducting paper enrollments, said Dan Doherty, vice president of marketing for Cigna Group Insurance, a division of Cigna Corp., Philadelphia. "But when you put it together with expanded product offerings, they say this makes sense...and it's helped us excite employers about the Internet as an enrollment tool for life, accident and voluntary disability insurance," Doherty said. Many employees apparently are looking for more help with their voluntary benefits. Research by the Eastbridge Group indicated that 49% of employees said they were dissatisfied with the use of technology during enrollment. Also, nearly one in five employees was dissatisfied with the needs analysis received when buying a work-site product; 23% felt the benefits they purchased were not easy to understand; and 22% disagreed with the statement that the "presentation (they received) was helpful and explanatory." The Internet provides traditional work-site marketing advantages as well as more efficient enrollment and better education. For example, "there's a higher level of trust doing it at the work site because the employer is involved," Doherty said. Retention tends to be higher because of the employer relationship and the convenience of conducting insurance business at work. Payroll deduction, a staple of voluntary benefits, is easily accommodated through Internet sales and can allow premiums for multiple products to be paid with a combined deduction each **pay period**. "Payroll deduction is at the heart of voluntary **benefits**," Breitbart said. A single deduction is easy for employers to implement, because they aren't giving up a lot of deductions in their payroll systems, he said. Work-site marketing can enhance underwriting. "Different insurance carriers have different sweet spots--not everybody wants to be in the same market," said Steven Kroll, senior vice president of marketing, Answer Financial Inc. Answer Financial's Web site, www.answercenter.com, distributes insurance products and other financial services, and it is the portal chosen by Deutsche Bank. Some carriers may specialize in professionals, while others may specialize

in less proven risk. Work sites offer specific demographics and psychographics that enable carriers to work in their areas of expertise, Kroll said. Using the Internet for work-site marketing is not without problems, however. Many **employees** do not have access to a **computer** at their work sites. But Gilbert Lowerre, president of Eastbridge Consulting Group Inc., believes overcoming that obstacle is only a matter of time. The more difficult barrier to resolve, according to Lowerre, is giving **employees** a compelling reason to go to the insurance Web site and make the purchase. "Getting somebody to the Internet to use the **benefits** --that's the holy grail--and that is going to happen," he said. Employers can begin by enabling **employees** to make elections about their employer-paid **benefits** on the Internet. That will make them more comfortable using the Internet as a **benefits** medium, Lowerre said. Then, along with the employer-paid **benefits**, the Web site or intranet site can offer voluntary-**benefit** options. Employers are trying other ideas as well, such as offering a site with additional **employee** information. A site with the **employee** handbook and a description of the **employee** picnic, for example, could include a button to click for a personal **benefits** page that allows **employees** to see their current **benefits**. From that page, **employees** could query the system about which of the offered health plans is best for their needs or receive an analysis of their current life insurance **program** and, maybe, be provided with some fundamental financial planning. It also could link to sites that answer health questions. The point is to get **employees** to go to that page regularly, and after that they'll go there if they have insurance questions, Lowerre said. Two ways of using the Internet for work-site marketing have emerged. The first is a Web site operated by a single insurance company to capitalize on that company's brand name and sell that company's voluntary-**benefit** products exclusively. Aetna Group Insurance, a business unit of Aetna Inc., Hartford, Conn., for example, offers voluntary life insurance products, along with access to make changes in its employer-paid group life policies, through its Web-based i.Choose Life Insurance **program**. The second approach is a Web site created by an aggregator, like Answer Financial, which is a Web site that offers products from several carriers. The two methods are not mutually exclusive; some insurers have opted to offer both. Cigna Group Insurance, for example, can offer its own platform of voluntary life, accident and disability products or can provide its platform in combination with Answer Financial's access to products that Cigna doesn't offer, such as long-term care, homeowners, auto and pet health care. Prudential will offer a platform to its clients under the Prudential WorkingSolutions brand. This platform will be powered by technology that Prudential will license from RewardsPlus, another aggregator. RewardsPlus also will distribute the voluntary products that Prudential manufactures on the RewardsPlus branded version of the platform. Aetna initially developed i.Choose as an administrative tool to connect directly with **employees** and relieve employers of some of the burdens of administering group life, group disability and group long-term-care policies, said Donna Otten, director of operations, Aetna Group Insurance. "We realized later that the Internet provided a great work-site marketing tool," she said. To implement the **program**, Aetna helps an employer set up a Web page that typically links from the employer's intranet. The Web page lists available **benefits** and provides education about them. **Employees** can ask for an analysis to determine how much life insurance they need, calculate rates, learn how to designate a beneficiary and find answers to other frequently asked questions about coverage. Once **employees** are ready to act, they click into the Aetna system. "The upside opportunity for us is that by providing educational tools and information, **employees** will come into the system for information and see that there is a gap in their coverage," Otten said. "The vast majority of the population is underinsured when it comes to life insurance, and we believe that is not intentional." i.Choose is designed to target employers with 1,000 to 10,000 **employees**, although Aetna has had inquiries from larger organizations, Otten said. The **program** was launched for group life insurance clients in May. Group disability and group long-term-care clients will be added later. The option for new **employees** to enroll in the group life plan and for any **employees** to make changes, such as beneficiaries, will bring them to the site, Otten said. (By Sally Whitney, Managing Editor, Best's Review:

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18/7/3 (Item 3 from file: 20)
DIALOG(R)File 20:World Reporter
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02950701

**Olsten Corporation Selects The Work Number from TALX Corp. for Outsourced
Automated Salary and Employment Verifications**
BUSINESS WIRE
September 28, 1998

ST. LOUIS--(BUSINESS WIRE)--Sept. 28, 1998--TALX Corp. (NASDAQ: TALX) today announced that Olsten Corporation, (NYSE: OLS), has selected to outsource salary and employment verifications to The Work Number(R) automated service from TALX Corp. With the addition of Olsten Corporation's current and former corporate employees -- a total of 700,000 records -- The Work Number's national database of employment records has reached 20 million payroll records under contract. With 20 million records under contract, The Work Number database continues to be the nation's largest multi-employer database of payroll records, while TALX firmly leads the industry by providing more automated employment and salary transactions than any single competitor. "We selected The Work Number from TALX to automate employment and salary verifications because it offers an expedited service to our current and former employees who are looking to secure a loan today or in the future," said Chris Javora, HR manager, Olsten Corporation. "Outsourcing this process should also benefit the company by alleviating the burden of administrative paperwork and freeing staff time for other mission critical projects." Since TALX established The Work Number in 1995, the database has grown to include 25 percent of the Fortune 100 companies, 71 Fortune 500 Companies and nearly two dozen federal government agencies. "The rapid growth of The Work Number database is a much-watched phenomenon," commented Bill Canfield, president and CEO of TALX. "For current clients and prospective clients, this growth of the service means our outsourced solution continues to be embraced by leading employers nationwide. For our shareholders, the database represents a growing asset from which TALX derives predictable transaction revenue as more than 400 verifiers nationwide 'hit' the database," he said. Organizations that outsource salary verification using The Work Number service include: the state of California, Hewlett-Packard, JC Penney, Microsoft, Motorola, Procter & Gamble, Quaker Oats, Sears Roebuck & Co., the state of Florida, the state of Missouri, Sun Microsystems, Tenet Healthcare Corp., and the Department of Agriculture (USDA). About The Work Number Typically before a lender grants a loan, it contacts the loan applicant's employer to verify the applicant's employment and salary. Companies that employ thousands of people are deluged with such requests for information and incur significant administrative costs to process them. The Work Number service offers employers an automated solution by allowing companies to feed their payroll records into a national database. With appropriate security clearances, lenders and other organizations can access the database automatically to verify the information. Implementing The Work Number is a simple process. Once the client contracts for services, TALX assists the client in formatting its data so that it can be added to the live database and refreshed each **pay period**. Olsten has chosen to add records to the **database** over the next several months. A complete client list and additional information about The Work Number can be obtained by calling 1-800/888-8277, visiting the Web site at www.theworknumber.com or sending an e-mail to moreinfo@talx.com. About Olsten Corp. Olsten Corp. is a world leader in staffing services and North America's largest provider of home health care and related services. Primarily through Olsten Staffing Services, the company operates more than 900 staffing or information technology offices in North America, South America and Europe, providing assignment **employees** to business, industry and government, as well as services for the design, development and maintenance of information

systems. Through its Olsten Health Services subsidiaries, the company's more than 400 health care offices in the United States and Canada provide health care Network Services and care givers for home health care and institutions, home infusion and other therapies, and management services to hospital-based home health agencies. In 1997, Olsten Corp. employed approximately 670,000 people serving approximately 625,000 client/patient accounts. The company achieved 1997 system-wide sales of \$4.8 billion and revenues of \$4.1 billion. About TALX Corp. St. Louis-based TALX Corp. provides **software**, outsourcing and other services, such as interactive Web, interactive voice response (IVR) and call center solutions, to large organizations such as federal government agencies and Fortune 500 companies. The company offers two branded solutions for the Human Resource, **Benefits** and Payroll market: The Work Number(R) and **Employee Central(TM)**. Statements in this press release expressing the expectations of management may be forward-looking and involve uncertainties. TALX investment information is detailed in documents filed with the Securities and Exchange Commission. CONTACT: TALX Corp. Jackie Engel, 314/214-7181 jengel@talx.com or DG&A Communications Jill Sherman, 314/725-0122 jills@dgastl.com 12:35 EDT SEPTEMBER 28, 1998

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18/7/4 (Item 4 from file: 20)

DIALOG(R) File 20:World Reporter

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01294791 (THIS IS THE FULLTEXT)

Kaiser Permanente and Local 29 Reach a Tentative Agreement

BUSINESS WIRE

April 02, 1998 17:57

OAKLAND, Calif.--(BW HealthWire)--April 2, 1998--Late last night, Kaiser Permanente and the Office and Professional Employees International Union (OPEIU), Local 29 reached a tentative agreement on a new contract. Local 29 represents Kaiser Permanente's office and clerical workers at the Divisional Offices, and at the Fremont, Hayward, Oakland and Richmond Medical Centers. The number of members in Local 29 is 1,874. With a cooperative approach, and the support of the National Labor-Management Partnership and the Federal Mediation and Conciliation Services, both parties were able to work collaboratively to reach a mutually agreeable contract for Kaiser Permanente's Local 29 employees. The new agreement includes annual across-the-board wage increases as follows: a three-percent increase effective for 1998, split into a 1.5 percent increase in the first pay period following ratification, followed by a 1.5 percent increase effective November 1998; a three-percent increase effective November 1999; and a three-percent increase effective November 2000. Under the new agreement, in addition to annual wage increases, Local 29 **employees** would also be eligible for additional **incentive** pay through the Service Performance Pay **Program**. Both parties have also agreed on the following **benefit** adjustments that would only be effective after ratification: Senior Advantage, and retiree cost-sharing; and prescription copayments of \$5.00. Both parties have also reached a tentative agreement to enter into discussions around employment security, flexible **benefits**, paid time off (PTO) and other cost-saving measures after ratification. Similar to SEIU, Local 250 and the CNA, there would be no reduction in current levels of **benefits** in these areas. The Local 29 bargaining committee is recommending the tentative agreement for ratification. Ratification meetings will be held on Thursday, April 9, 1998.

CONTACT: Kaiser Permanente News Bureau

Tom Debley/Lila Petersen/Laura Rohde, 510/987-3900 17:42 EST APRIL 2, 1998

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18/7/5 (Item 1 from file: 636)

03283150 Supplier Number: 46741222 (THIS IS THE FULLTEXT)

COMM DAILY NOTEBOOK: LABOR AGREEMENT BETWEEN FCC AND UNION

Communications Daily, v16, n188, pN/A

Sept 26, 1996

TEXT:

Labor agreement between FCC and union would give **employees** alternative schedules, establish pilot telecommuting **program** and expand hours that could be carried over in form of "compensatory time," union officials said Wed. They said 2 key issues, \$30-per-month subsidy for **employees** for using public transit and paid leave for union lobbying on Capitol Hill, would be resolved by federal arbitrators. Salaries aren't covered by accord. Other agencies have transit subsidies so there's "decent chance" FCC **employees** will win that, said June Marshall, negotiator for National Treasury **Employees Union** (NTEU), which represents about 1,500 FCC **employees** (it actually has 280 members). FCC official said agency was "generally satisfied" with proposed contract but declined to discuss details. Agreement emerged from 3 years of bargaining, including meetings with federal mediators (CD July 31 p2). Union officials outlined what they considered contract victories at meeting with **employees** Wed.: (1) Alternative work schedule would allow **employees** to work eight 9-hour days and one 8-hour day per 2-week **pay period**, with one day off, subject to management approval. (2) One-year test of telecommuting **program** would involve 30 persons and, if successful, would be followed by negotiations to extend **program**. (3) Attorneys and nonpreference **employees** could arbitrate grievances. (4) **Employees** could carry over 24 hours of credit, or "compensatory time," from pay periods, up from 16. (5) FCC committee would look at **employee award program** and separate committee would examine health and safety issues. Marshall and Chapter 209 Pres. Allen Myers said FCC didn't get any of its chief goals, including abolishing career ladder promotions. They said union had to give up several demands: (1) Allowing **employees** to swap jobs. (2) Changing reassignment procedures. (3) Shortening probationary periods. Arbitrators are expected to rule on outstanding issues by end of Oct., after which chapter members will vote. In "perfect world," contract should be in place by Christmas, Marshall said.

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19/K,3/1 (Item 1 from file: 9)
* DIALOG(R)File 9:Business & Industry(R)
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02648610 (USE FORMAT 7 OR 9 FOR FULLTEXT)

regional news: south

(The 571-bed Jackson Memorial Hospital to pay over \$1 mil in compensation after the U.S. Dept of Labor charges it with not paying overtime to 572 registered nurses)

Modern Healthcare, v 29, p 40

November 29, 1999

DOCUMENT TYPE: Journal ISSN: 0160-7480 (United States)

LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 194

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:

JACKSON, Miss.-St. Dominic-Jackson Memorial Hospital agreed to pay more than \$1 million in **compensation** after the U.S. Department of Labor said the hospital didn't pay overtime to...

...Jones, a spokesman for the Wage and Hour office. He said the nurses, as hourly **workers**, weren't exempt from the overtime requirements. The Fair Labor Standards Act requires most businesses...

...for hours worked beyond eight hours per day and 80 hours in a two-week **pay period**. "Using the 40-hour work week, all hours over 40 in the week must be...

...paid time-and-a-half for hours worked more than 80 in a two-week **pay period**, according to the Labor Department. ...

19/K,3/2 (Item 2 from file: 9)
DIALOG(R)File 9:Business & Industry(R)
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02252270 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Bakersfield, Calif.-Based Occidental Oil Announces Layoffs, Restructuring (Occidental Oil and Gas Corp to dismiss about 120 workers)

Bakersfield Californian, p N/A

September 24, 1998

DOCUMENT TYPE: Regional Newspaper ISSN: 0276-5837 (United States)

LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 973

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:

...tasks than decision making."

He also said an enhanced severance package would be given to **employees** whose jobs are eliminated. That package provides two weeks pay for each year of service...

...the company, with a minimum of two months pay and a maximum of 14 months. **Benefits** packages, including company contributions to 401(k) retirement plans, would continue during the terms of the awarded severance **pay period**.

In addition, Oxy has set up a placement program to help fired employees get other...

19/K,3/3 (Item 3 from file: 9)
DIALOG(R)File 9:Business & Industry(R)

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01675542 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Given The Chance, Most Employees Participate In 401(k) Plans

(A Buck Consultants report reveals the average participation rate among firms that offer a 401(k) retirement plan is 78%)

Research Alert, v 14, n 22, p 7

November 15, 1996

DOCUMENT TYPE: Newsletter; Survey ISSN: 0739-358X (United States)

LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 530

ABSTRACT:

...and 49% of employees who participate in plans are allowed to change their contribution every **pay period**. Some 53% may change their investment plan on a daily basis. The article includes table listing how companies make matching contributions to 401(k) plans, **compensation** included to determine **employee** and employer contributions, and types of employer matching contribution formulas. ...

19/K,3/4 (Item 1 from file: 20)

DIALOG(R)File 20:World Reporter

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18424391 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Benefit Software Inc. Develops a Cutting Edge Employee Benefits Web Site for Freddie Mac; Mortgage Giant's Employees Give "Rave" Reviews to New Site

BUSINESS WIRE

August 21, 2001

JOURNAL CODE: WBWE LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 470

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... Manager of Benefits at Freddie Mac. "They like the fact that it is updated each **pay period** so that they can stay abreast of the latest information and that it provides one-stop shopping for **benefits** information. Using state-of-the art technology to help **employees** easily manage and understand their **benefits** is another way we are working to make our **benefits** package even more valuable."

Larry DuBois, BSI's President, commented, "We are truly excited about

...

19/K,3/5 (Item 2 from file: 20)

DIALOG(R)File 20:World Reporter

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18092894 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Web-Based Technology Makes Paperless Payroll Possible

PR NEWSWIRE

July 31, 2001

JOURNAL CODE: WPRW LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 412

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... lost or undelivered pay stubs for employees. * Eliminates the cost of printing pay stubs each **pay period** for payroll Direct Deposit **employees**. **Employee benefits** include: * Easy access to pay information via computer with a browser and Internet connection. * Immediate...

19/K,3/6 (Item 3 from file: 20)

14311253

Internet Holds Promise for Work-Site Marketing

BESTWIRE

December 18, 2000

JOURNAL CODE: WBSW LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 1469

... and can allow premiums for multiple products to be paid with a combined deduction each **pay period**. "Payroll deduction is at the heart of voluntary **benefits**," Breitbart said. A single deduction is easy for employers to implement, because they aren't...

... Kroll said. Using the Internet for work-site marketing is not without problems, however. Many **employees** do not have access to a computer at their work sites. But Gilbert Lowerre, president...

... a matter of time. The more difficult barrier to resolve, according to Lowerre, is giving **employees** a compelling reason to go to the insurance Web site and make the purchase. "Getting somebody to the Internet to use the **benefits** --that's the holy grail--and that is going to happen," he said. Employers can begin by enabling **employees** to make elections about their employer-paid **benefits** on the Internet. That will make them more comfortable using the Internet as a **benefits** medium, Lowerre said. Then, along with the employer-paid **benefits**, the Web site or intranet site can offer voluntary-**benefit** options. Employers are trying other ideas as well, such as offering a site with additional **employee** information. A site with the **employee** handbook and a description of the **employee benefits** page, for example, could include a button to click for a personal **benefits** page that allows **employees** to see their current **benefits**. From that page, **employees** could query the system about which of the offered health plans is best for their...It also could link to sites that answer health questions. The point is to get **employees** to go to that page regularly, and after that they'll go there if they...

... company to capitalize on that company's brand name and sell that company's voluntary-**benefit** products exclusively. Aetna Group Insurance, a business unit of Aetna Inc., Hartford, Conn., for example...

... the platform. Aetna initially developed i.Choose as an administrative tool to connect directly with **employees** and relieve employers of some of the burdens of administering group life, group disability and...

...Web page that typically links from the employer's intranet. The Web page lists available **benefits** and provides education about them. **Employees** can ask for an analysis to determine how much life insurance they need, calculate rates...

... to designate a beneficiary and find answers to other frequently asked questions about coverage. Once **employees** are ready to act, they click into the Aetna system. "The upside opportunity for us is that by providing educational tools and information, **employees** will come into the system for information and see that there is a gap in...

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... disability and group long-term-care clients will be added later. The option for new **employees** to enroll in the group life plan and for any **employees** to make changes, such as beneficiaries, will bring them to the site, Otten said. (By...

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12886641 (USE FORMAT 7 OR 9 FOR FULLTEXT)

ComEd Reaches Tentative Pension Agreement with IBEW Local 15

PR NEWSWIRE

September 18, 2000

JOURNAL CODE: WPRW LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 488

... contribution and employer match, will be based on present calculation plus overtime earnings in each **pay period**. -- Going forward, the pension will be a subject of bargaining in the collective bargaining agreement...

19/K,3/8 (Item 5 from file: 20)

DIALOG(R)File 20:World Reporter

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11472533

Federal pay rise flows on

ABIX - AUSTRALASIAN BUSINESS INTELLIGENCE (WEST AUSTRALIAN) , p25

June 13, 2000

JOURNAL CODE: WTWA LANGUAGE: English RECORD TYPE: ABSTRACT

WORD COUNT: 93

... workers on Australian awards. The increase will apply to all State awards from the first **pay period** after 1 August 2000. Only **workers** paid **award** base rates will get the full \$A15 increase. Unions WA secretary Tony-Cooke says the pay increase was welcomed but it could also cause some employers to force **workers** on to workplace agreements.

19/K,3/9 (Item 6 from file: 20)

DIALOG(R)File 20:World Reporter

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07499138 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Schwarz Williams Companies and American Agency Partner to Introduce A New-Style Professional Employer Organization (PEO)

PR NEWSWIRE

September 29, 1999

JOURNAL CODE: WPRW LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 677

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... workers' compensation through the payroll system, the premium liability for the employer is calculated each **pay period** thereby creating a significant cash flow **benefit** to the participants over traditional premium payment methods. Assuming proper classification of **employees** and correct handling of independent contractors, most employers will never again be faced with an...

... at the end of the policy period. In addition, the costly process of managing other **employee benefits** is made more efficient by the exchange of information between the payroll provider and administrators...

19/K,3/10 (Item 7 from file: 20)

DIALOG(R)File 20:World Reporter

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05753279 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Paychex Teams Up With the Hartford to Help Small Businesses Manage Workers' Compensation Costs

BUSINESS WIRE

June 15, 1999

JOURNAL CODE: WBWE LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 538

(USE FORMAT 7 OR 9 FOR FULLTEXT)

Each pay period, Paychex' **Workers ' Compensation** Report provides small businesses access to ongoing **workers ' compensation** costs utilizing actual wages for each job classification code. A small business owner can use the information to manage **workers ' compensation** cash flow and to communicate with their insurer.

Paychex' Pay-As-You-GoSM service is...

19/K,3/11 (Item 8 from file: 20)

DIALOG(R)File 20:World Reporter

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04757249 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Tax - Tax credits in the wage packet.

ACCOUNTANCY, p94

January 06, 1999

JOURNAL CODE: FACC LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 354

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... the daily rate supplied by the Revenue) to the employee's net wages for each **pay period**. Employers will continue to pay the tax credits until the end of the 26-week **award**, unless the Revenue notifies them to stop paying sooner. Recipients will be responsible for letting...

... employment. When the employer is not paying the tax credit - at the beginning of an **award**, or where the **employee** has left the employer - the Revenue will be responsible for making direct payment to the...

19/K,3/12 (Item 9 from file: 20)

DIALOG(R)File 20:World Reporter

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03797309 (USE FORMAT 7 OR 9 FOR FULLTEXT)

INLAND REVENUE / BOOKLET ON WORKING FAMILIES & DISABLED PEOPLES TAX CREDITS (950)

HERMES

December 17, 1998

JOURNAL CODE: WHER LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 883

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... the tax credit will be added to the employee's net pay for each subsequent **pay period** until the end of the **award** unless the employer is told by the Revenue to stop paying sooner. The amount paid will appear on the **employee**'s payslip.

If the employee changes jobs or leaves employment, the employer will issue him...

19/K,3/13 (Item 10 from file: 20)

DIALOG(R)File 20:World Reporter

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02950701

Olsten Corporation Selects The Work Number from TALX Corp. for Outsourced Automated Salary and Employment Verifications

BUSINESS WIRE

September 28, 1998

JOURNAL CODE: WBWE LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 734

...its data so that it can be added to the live database and refreshed each **pay period**. Olsten has chosen to add records to the database over the next several months. A...

... 900 staffing or information technology offices in North America, South America and Europe, providing assignment **employees** to business, industry and government, as well as services for the design, development and maintenance...

... agencies and Fortune 500 companies. The company offers two branded solutions for the Human Resource, **Benefits** and Payroll market: The Work Number(R) and **Employee** Central(TM). Statements in this press release expressing the expectations of management may be forward...

19/K,3/14 (Item 11 from file: 20)

DIALOG(R)File 20:World Reporter

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02912676 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Bakersfield, Calif.-Based Occidental Oil Announces Layoffs, Restructuring

Bob Christie

KRTBN KNIGHT-RIDDER TRIBUNE BUSINESS NEWS (BAKERSFIELD CALIFORNIAN)

September 24, 1998 10:29

JOURNAL CODE: KBKC LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 985

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... contributions to 401(k) retirement plans, would continue during the terms of the awarded severance **pay period**.

In addition, Oxy has set up a placement program to help fired employees get other...

19/K,3/15 (Item 12 from file: 20)

DIALOG(R)File 20:World Reporter

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01966717 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Low pay unit to carry on despite Brown cuts

MICHAEL WHITE AND SEUMAS MILNE

GUARDIAN

June 19, 1998

JOURNAL CODE: FGDN LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 615

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... plus incentive payments; piece workers (paid by results) to get NMW equivalent on average for **pay period** whatever the output achieved;

Tips and service payments distributed centrally via the payroll to count...

19/K,3/16 (Item 13 from file: 20)

DIALOG(R)File 20:World Reporter

(c) 2001 The Dialog Corporation. All rts. reserv.

01294791 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Kaiser Permanente and Local 29 Reach a Tentative Agreement

BUSINESS WIRE

April 02, 1998 17:57

JOURNAL CODE: WBWE LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 256

* ... percent increase effective for 1998, split into a 1.5 percent increase in the first **pay period** following ratification, followed by a 1.5 percent increase effective November 1998; a three-percent...

... effective November 2000. Under the new agreement, in addition to annual wage increases, Local 29 **employees** would also be eligible for additional **incentive** pay through the Service Performance Pay Program. Both parties have also agreed on the following **benefit** adjustments that would only be effective after ratification: Senior Advantage, and retiree cost-sharing; and...

... parties have also reached a tentative agreement to enter into discussions around employment security, flexible **benefits**, paid time off (PTO) and other cost-saving measures after ratification. Similar to SEIU, Local 250 and the CNA, there would be no reduction in current levels of **benefits** in these areas. The Local 29 bargaining committee is recommending the tentative agreement for ratification...

* 19/K,3/17 (Item 1 from file: 624)

DIALOG(R)File 624:McGraw-Hill Publications
(c) 2001 McGraw-Hill Co. Inc. All rts. reserv.

00894536

YOU DO THE WORK, THEY DO THE PAPERWORK: More small outfits are choosing to farm out the drudgery of human resources

Business Week November 17, 1997; Pg ENT 4; Number 3553

Journal Code: BW ISSN: 0007-7135

Section Heading: Enterprise: MANAGEMENT

Word Count: 2,118 *Full text available in Formats 5, 7 and 9*

BYLINE:

By Gail DeGeorge in Miami

TEXT:

...how that's going to be attained. Typically, PEOs charge 3% to 6% of an **employee**'s pretax salary (excluding **benefits**), or as little as 1% in some competitive markets, such as Florida. Some that serve high-salary clientele charge per paycheck. TriNet charges \$20 to \$150 per **employee** for each **pay period**, depending on the services. A key point, says attorney Hammonds, is to be clear about...

...calculating as the wage base: just wages, or wages plus taxes, or wages, taxes, and **benefits**. Contracts generally run about a year. Experts recommend a 30-day breakup clause.

To small...

19/K,3/18 (Item 2 from file: 624)

DIALOG(R)File 624:McGraw-Hill Publications
(c) 2001 McGraw-Hill Co. Inc. All rts. reserv.

00876152

MERGERS, DIRECTOR COMPENSATION MOVES HIGHLIGHT ANNUAL MEETINGS THIS YEAR

Electric Utility Week July 28, 1997; Pg 13

Journal Code: EUW ISSN: 0046-1695

Section Heading: ANNUAL MEETINGS

Word Count: 5,562 *Full text available in Formats 5, 7 and 9*

TEXT:

...cut the minimum number of directors from 12 to seven.

Puget Sound Energy: approved the **Employee** Stock Purchase Plan, under which about 2,850 **employees** --those working at least 20 hours/week and

five months/year--can buy common stock...

...more than \$25,000 in any one year, or spend more than 15% of the **compensation** in any one **pay period**. The plan expires May 19, 2007.

Shareholder resolutions were defeated at:
Allegheny Power System: to...

19/K,3/19 (Item 3 from file: 624)
DIALOG(R) File 624:McGraw-Hill Publications
(c) 2001 McGraw-Hill Co. Inc. All rts. reserv.

0244943

DQE, PP&L, GPU OPT OUT OF TWO PARTS OF PENNSYLVANIA ANTI-TAKEOVER LAW
Electric Utility Week September 17, 1990; Pg 17
Journal Code: EUW ISSN: 0046-1695
Section Heading: Anti-Takeover Measures
Word Count: 1,217 *Full text available in Formats 5, 7 and 9*

TEXT:

... location) as those pursuant to which the employee was employed in such business operation."

Terminated **employees** must be paid--in a lump sum within one **pay period** of the last day of work--the "minimum severance amount." That is years of service times one week's **compensation**, up to 26 weeks worth.

19/K,3/20 (Item 4 from file: 624)
DIALOG(R) File 624:McGraw-Hill Publications
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0010840

Personnel Management Project Verifies Non-Civil Service System
Aviation Week & Space Technology January 20, 1986; Pg 85; Vol. 124, No. 3
Journal Code: AW ISSN: 0005-2175
Dateline: China Lake
Word Count: 1,592 *Full text available in Formats 5, 7 and 9*

TEXT:

...inordinate paperwork to justify a reward or penalty.

The personnel demonstration project established groupings by **incentive pay category**. **Employees** who exceed performance expectations receive **incentive** pay increases exceeding government-wide comparability increases, which are set in the federal budget. Those **employees** who fully meet performance expectations receive at least comparability increases, while those who do not...

19/K,3/21 (Item 1 from file: 636)
DIALOG(R) File 636:Gale Group Newsletter DB(TM)
(c) 2001 The Gale Group. All rts. reserv.

03423590 Supplier Number: 47048946 (USE FORMAT 7 FOR FULLTEXT)
PROFILE MARY AMUNDSON, NORDSTROM
Defined Contribution News, v5, n2, pN/A
Jan 20, 1997
Language: English Record Type: Fulltext
Document Type: Newsletter; Trade
Word Count: 702

... the end of this month.

Nordstrom also provides a voice-response unit for participants, called **Benefits Express**. The system allows **employees** to make changes as often as every **pay period** and receive confirmation of changes to the plan over the phone. The system also enables...

19/K,3/22 (Item 2 from file: 636)
DIALOG(R)File 636:Gale Group Newsletter DB(TM)
(c) 2001 The Gale Group. All rts. reserv.

03283150 Supplier Number: 46741222 (USE FORMAT 7 FOR FULLTEXT)
COMM DAILY NOTEBOOK: LABOR AGREEMENT BETWEEN FCC AND UNION
Communications Daily, v16, n188, pN/A
Sept 26, 1996
Language: English Record Type: Fulltext
Document Type: Newsletter; Trade
Word Count: 317

(USE FORMAT 7 FOR FULLTEXT)

TEXT:

Labor agreement between FCC and union would give **employees** alternative schedules, establish pilot telecommuting program and expand hours that could be carried over in...

...time," union officials said Wed. They said 2 key issues, \$30-per-month subsidy for **employees** for using public transit and paid leave for union lobbying on Capitol Hill, would be...

...t covered by accord. Other agencies have transit subsidies so there's "decent chance" FCC **employees** will win that, said June Marshall, negotiator for National Treasury **Employees** Union (NTEU), which represents about 1,500 FCC **employees** (it actually has 280 members). FCC official said agency was "generally satisfied" with proposed contract...

...CD July 31 p2). Union officials outlined what they considered contract victories at meeting with **employees** Wed.: (1) Alternative work schedule would allow **employees** to work eight 9-hour days and one 8-hour day per 2-week **pay period**, with one day off, subject to management approval. (2) One-year test of telecommuting program...

...and, if successful, would be followed by negotiations to extend program. (3) Attorneys and nonpreference **employees** could arbitrate grievances. (4) **Employees** could carry over 24 hours of credit, or "compensatory time," from pay periods, up from 16. (5) FCC committee would look at **employee award** program and separate committee would examine health and safety issues. Marshall and Chapter 209 Pres...

...abolishing career ladder promotions. They said union had to give up several demands: (1) Allowing **employees** to swap jobs. (2) Changing reassignment procedures. (3) Shortening probationary periods. Arbitrators are expected to...

19/K,3/23 (Item 3 from file: 636)
DIALOG(R)File 636:Gale Group Newsletter DB(TM)
(c) 2001 The Gale Group. All rts. reserv.

02213215 Supplier Number: 44202693 (USE FORMAT 7 FOR FULLTEXT)
PERSONNEL PRACTICES: RETROACTIVE APPOINTMENTS AND PAY ADJUSTMENTS IN THE EXECUTIVE OFFICE OF THE PRESIDENT
Federal Industry Watchdog, pN/A
Nov, 1993
Language: English Record Type: Fulltext
Document Type: Magazine/Journal; Trade
Word Count: 267

... the White House made 611 new appointments, 136 of which were retroactive to the first **pay period** of the new administration. Retroactive salary payments totaled about \$335,000, ranging from \$88 to...

...kept on the payroll after his temporary appointment had expired, and

nine cases in which **employees** were overpaid. Efforts are under way to correct these problems. The White House and the...

...to make retroactive pay adjustments and need not justify his actions, so long as the **compensation** is for services performed and does not exceed the specified pay cap. On that basis...

19/K,3/24 (Item 1 from file: 813)
DIALOG(R)File 813:PR Newswire
(c) 1999 PR Newswire Association Inc. All rts. reserv.

0920127 NYF003
SEVERANCE BENEFITS AVERAGE ONE WEEK'S PAY PER YEAR OF SERVICE, NEW COOPERS & LYBRAND SURVEY SHOWS

DATE: March 1, 1996 08:30 EST WORD COUNT: 613

...for a non-exempt employee, 19 weeks.

Two-thirds of the companies said they give **employees** their severance **benefits** as a lump sum. The remainder keep terminated **employees** on the payroll until the end of the severance **pay period**.

For those who are kept on the payroll some employee benefits may continue, although at...

19/K,3/25 (Item 2 from file: 813)
DIALOG(R)File 813:PR Newswire
(c) 1999 PR Newswire Association Inc. All rts. reserv.

0595246 PH010
AFSCME MEMBERS PREPARE TO VOTE ON NEW STATE EMPLOYEES' CONTRACT

DATE: May 14, 1993 12:46 EDT WORD COUNT: 488

...Jan. 1,
1996.

The proposed agreements also would maintain existing levels of all of the **employees'** health care **benefits**, including hospitalization, major medical, prescription drugs, and vision and dental coverage by having the Commonwealth pay \$175 per **employee** per **pay period** (\$4,550 per year) during contract's first year; \$180 per **pay period** (\$4,680 per year), the second year; and \$190 per **pay period** (\$4,940 per year), the third year.

All other fringe benefits would be maintained at...

19/K,3/26 (Item 3 from file: 813)
DIALOG(R)File 813:PR Newswire
(c) 1999 PR Newswire Association Inc. All rts. reserv.

X 0344910 DE014
MICHIGAN UAW LOCAL 6000 SUPPORTS VOLUNTARY LEAVE PLANS

DATE: February 14, 1991 16:12 EST WORD COUNT: 424

...the local's
most recent contract.

Plan A gives a full-time, non-probationary, union **employee** the option of reducing his or her work time by one to 16 hours per **pay**

period without reduction in **benefits** . Plan B offers the full- and part-time, non-probationary, union **employee** the option of working a full schedule, but deferring from one to 16 hours of pay per **pay period** to be used at a later date as leave with pay or to be paid...

...at a later date. Plan C offers the full- and part-time, non-probationary, union **employee** the option of taking one unpaid leave of absence from two weeks to three months during a fiscal year. Under Plan C, the **employee** pre-pays premiums on insurance in order to continue coverage at the regular premium rate...

19/K,3/27 (Item 4 from file: 813)
DIALOG(R) File 813:PR Newswire
(c) 1999 PR Newswire Association Inc. All rts. reserv.

0257380 FL011
GENERAL DEVELOPMENT CORPORATION FILES FOR CHAPTER 11 RELIEF

DATE: April 6, 1990 19:04 EDT WORD COUNT: 431

...creditors in the case.

The company asked the court for approval to pay its current **employees** their regular paychecks. Since the filing took place in the middle of a **pay period** , the company needs approval of the court to make its regular payroll and to continue its **employee benefit** programs so that none of its **employees** is adversely affected by the filing.

The company also asked the court for authority to...

22/K/1 (Item 1 from file: 15)
DIALOG(R)File 15:(c) 2001 ProQuest Info&Learning. All rts. reserv.

01978913 48633105

USE FORMAT 9 FOR FULL TEXT

Payroll offers practitioners a three-fold way WORD COUNT: 2834

LENGTH: 5 Pages

Jan/Feb 2000

COMPANY NAMES:

Best Software Inc (TICKER: BEST NAICS:511210)

Phoenix Phive (NAICS:541211)

Franklen Computer Systems (NAICS:511210)

Creative Solutions

UniLink Group LLC (NAICS:511210)

Pro Tym Systems (NAICS:511210)

GEOGRAPHIC NAMES: United States; US

DESCRIPTORS: Software reviews; Accounting systems; Payroll systems;

Manycompanies; Manyproducts

CLASSIFICATION CODES: 9190 (CN=United States); 4120 (CN=Accounting policies
& procedures); 5240 (CN=Software & systems); 9120 (CN=Product specific)

PRINT MEDIA ID: 14349

TRADE NAMES: Best Software Abra Payroll; Phoenix Phive Industrial Strength
Payroll for Windows; Franklen Payman Payroll System; Creative Solutions
Payroll Solution for Windows; UniLink PR*Plus-Payroll; Pro Tym Thunder
Payroll

...TEXT: options that may influence your ultimate choice.

Processing multiple clients requires variety and flexibility. Multiple **pay
period** processing, varied **calculation** methods, **user** -defined pay
types and deductions, **benefit** and **worker** 's **compensation** computations,
and multi-state taxation are features common to most payrolls. Report
flexibility and report...

22/K/2 (Item 1 from file: 16)
DIALOG(R)File 16:(c) 2001 The Gale Group. All rts. reserv.

07368969 Supplier Number: 59478647 (USE FORMAT 7 FOR FULLTEXT)

Payroll Offers Practitioners a Three-Fold Way. (Software Review) (Evaluation)
Jan, 2000

Word Count: 2587

PUBLISHER NAME: Faulkner & Gray, Inc.

COMPANY NAMES: *Best Software Inc.; Microsoft Corp.; Franklen Computer
Systems Inc.; Creative Solutions; Pro Tym Systems Inc.

EVENT NAMES: *350 (Product standards, safety, & recalls)

GEOGRAPHIC NAMES: *1USA (United States)

PRODUCT NAMES: *7372411 (General Accounting & Financial Software)

INDUSTRY NAMES: BANK (Banking, Finance and Accounting); BUS (Business,
General); BUSN (Any type of business); CMPT (Computers and Office
Automation)

NAICS CODES: 51121 (Software Publishers)

TRADE NAMES: Abra Payroll (Payroll software); Microsoft Windows Industrial
Strength Payroll (Payroll software); Payroll Solutions (Payroll software)
; Thunder Payroll (Payroll software)

SPECIAL FEATURES: COMPANY

... options that may influence your ultimate choice.

Processing multiple clients requires variety and flexibility.
Multiple **pay period** processing, varied **calculation** methods, **user**
-defined pay types and deductions, **benefit** and **worker** 's **compensation**
computations, and multi-state taxation are features common to most
payrolls. Report flexibility and report...

22/K/3 (Item 1 from file: 148)

DIALOG(R)File 148:(c)2001 The Gale Group. All rts. reserv.

11753041 SUPPLIER NUMBER: 59478647 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Payroll Offers Practitioners a Three-Fold Way. (Software Review) (Evaluation)
Jan, 2000
WORD COUNT: 2832 LINE COUNT: 00244

COMPANY NAMES: Best Software Inc.--Products; Microsoft Corp.--Products;
Franklen Computer Systems Inc.--Products; Creative Solutions--Products;
Pro Tym Systems Inc.--Products
INDUSTRY CODES/NAMES: BANK Banking, Finance and Accounting; BUSN Any
type of business; CMPT Computers and Office Automation
DESCRIPTORS: Payrolls--Evaluation
GEOGRAPHIC CODES/NAMES: 1USA United States
PRODUCT/INDUSTRY NAMES: 7372411 (General Accounting & Financial Software)
EVENT CODES/NAMES: 350 Product standards, safety, & recalls
NAICS CODES: 51121 Software Publishers
TRADE NAMES: Abra Payroll (Payroll software)--Evaluation; Microsoft
Windows Industrial Strength Payroll (Payroll software)--Evaluation;
Payroll Solutions (Payroll software)--Evaluation; Thunder Payroll
(Payroll software)--Evaluation

... options that may influence your ultimate choice.
Processing multiple clients requires variety and flexibility.
Multiple **pay period** processing, varied **calculation** methods, **user**
-defined pay types and deductions, **benefit** and **worker 's compensation**
computations, and multi-state taxation are features common to most
payrolls. Report flexibility and report...

22/K/4 (Item 1 from file: 275)
DIALOG(R)File 275:(c) 2001 The Gale Group. All rts. reserv.

02372490 SUPPLIER NUMBER: 59478647 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Payroll Offers Practitioners a Three-Fold Way. (Software Review) (Evaluation)
Jan, 2000
WORD COUNT: 2832 LINE COUNT: 00244

COMPANY NAMES: Best Software Inc.--Products; Microsoft Corp.--Products;
Franklen Computer Systems Inc.--Products; Creative Solutions--Products;
Pro Tym Systems Inc.--Products
GEOGRAPHIC CODES/NAMES: 1USA United States
DESCRIPTORS: Payroll software; Software multiproduct review
EVENT CODES/NAMES: 350 Product standards, safety, & recalls
PRODUCT/INDUSTRY NAMES: 7372411 (General Accounting & Financial Software)
NAICS CODES: 51121 Software Publishers
TRADE NAMES: Abra Payroll (Payroll software)--Evaluation; Microsoft
Windows Industrial Strength Payroll (Payroll software)--Evaluation;
Payroll Solutions (Payroll software)--Evaluation; Thunder Payroll
(Payroll software)--Evaluation

... options that may influence your ultimate choice.
Processing multiple clients requires variety and flexibility.
Multiple **pay period** processing, varied **calculation** methods, **user**
-defined pay types and deductions, **benefit** and **worker 's compensation**
computations, and multi-state taxation are features common to most
payrolls. Report flexibility and report...

?
>>>Item 1 is not within valid item range for file 621
?

24/3,K/1 (Item 1 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01978913 48633105
Payroll offers practitioners a three-fold way

Knaster, Barry
Accounting Technology v16n1 PP: 32-42 Jan/Feb 2000
ISSN: 1068-6452 JRNL CODE: CIA
WORD COUNT: 2834

...TEXT: and flexibility. Multiple pay period processing, varied calculation methods, user-defined pay types and deductions, **benefit** and **worker** 's **compensation computations**, and multi-state taxation are features common to most payrolls. Report flexibility and report writers...

24/3,K/2 (Item 2 from file: 15)
DIALOG(R) File 15:ABI/Inform(R)
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01869911 05-20903
Individual Social Security accounts: Issues of administrative feasibility and cost, 1998
Olsen, Kelly A
Social Security Bulletin v62n1 PP: 75-90 1999
ISSN: 0037-7910 JRNL CODE: SSB
WORD COUNT: 10494

TEXT: Headnote:

Individual Social Security Accounts: Issues of Administrative Feasibility and Cost, 1998*

The **Employee Benefit** Research Institute (EBRI), a nonpartisan organization with 20 years' experience in objective analysis of administrative...

...and it would take years to design, implement, and debug a new system and new **software**. Second, direct comparisons between employment-based retirement savings plans and Social Security reform proposals are tenuous at best. Social Security covers a substantial number of **workers** and businesses that have traditionally not participated in employment-based retirement plans. Another interesting and seldom recognized fact is that credit-based systems such as the current Social Security **program** are less difficult to administer than cash-based systems, which must account for every dollar...

... Social Security IAs cannot be administered like 401(k) plans-that is, account contributions each **pay period** through payroll deduction-without adding significant employer burdens, especially on small businesses. Another issue that...

... property claims-such as in divorce cases-IAs could pose significant administrative challenges. Finally, IA **benefits** would be highly sensitive to administrative costs, according to results using the EBRI-SSASIM2 Policy ...

24/3,K/3 (Item 3 from file: 15)
DIALOG(R) File 15:ABI/Inform(R)
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01803056 04-54047
'Negative' election of 401(k) plans raises legal concerns
Hays, Scott
Workforce v78n4 PP: 108 Apr 1999
ISSN: 1092-8332 JRNL CODE: PEJ
WORD COUNT: 640

...TEXT: Tom Burnham, the company's vice president of human resources.

Instead of waiting for new **employees** to fill out and hand in their 401

(k) enrollment forms, Allergan automatically withholds 3 percent of their wages and directs the money into a minimum-risk fund. **Employees** get full disclosure that says, in effect, they've been enrolled in the **program** and it's their responsibility to modify their own **benefits**. New hires who don't want to participate simply notify the company by their second **pay period**.

"We believe our 401(k) plan offers tremendous retirement opportunities for our employees," says Burnham...

24/3,K/4 (Item 4 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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01749868 04-00859

Federal wage & hour requirements create traps for the unwary

Wright, Teresa Burke

Credit Union Magazine v65n1 PP: 34 Jan 1999

ISSN: 0011-1066 JRNL CODE: CUG

WORD COUNT: 800

...TEXT: employee is exempt from FLSA's requirements.

Many employers believe that so long as an **employee** is paid a salary (a fixed amount of **compensation** in each **pay period** regardless of the number of hours worked), he or she is exempt from FLSA. For **employees** to be exempt, however, their duties must also fit within specific statutory criteria for executive, administrative, or professional **employees**, or for outside salespeople or **computer** professionals.

This "duties" test involves such factors as whether the employee manages a subdivision of...

24/3,K/5 (Item 5 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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01711561 03-62551

Are you in compliance with the FLSA?

Lyncheski, John E

Nursing Homes v47n9 PP: 30-37 Sep 1998

ISSN: 1061-4753 JRNL CODE: NHS

WORD COUNT: 1590

...TEXT: In reviewing overtime compensation practices, long-term care executives should pay particular attention to any **program** designed to provide a nonexempt employee other than actual wages at the rate of time...

... for compensatory time or "banking" of time for use as time off in a later **pay period**. Most are found to violate the FLSA. In terms of policing hours worked or not worked for purposes of overtime **compensation** under the FLSA, managers should closely scrutinize practices during supposedly dutyfree "unpaid" meal periods, particularly...

24/3,K/6 (Item 6 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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01660885 03-11875

A look at virtual HR: How far behind am I?

LeTart, James F

HRMagazine v43n7 PP: 33-42 Jun 1998

ISSN: 1047-3149 JRNL CODE: PAD

WORD COUNT: 2012

...TEXT: calculations or other internal processing of data, and multiple-output transactions.

For example, in a **benefits** enrollment application, the system would access an **employee benefits** profile to display only the **benefits** for which the user is eligible. When the **employee** makes selections, the system calculates total costs, subtracts company credits and **computes** the per **pay period** cost for the **employee**.

Once the employee confirms his or her elections, the system can e-mail a confirmation...

24/3,K/7 (Item 7 from file: 15)
DIALOG(R) File 15:ABI/Inform(R)
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01634178 02-85167

Making Every Minute Count

Rogier, Julie

Workforce v77n5 PP: 31-33 May 1998

ISSN: 1092-8332 JRNL CODE: PEJ

WORD COUNT: 1529

...TEXT: was to eliminate those timewasting methods the hotel's HR and management staff endured every **pay period**. And we wanted to increase accuracy." A key criterion was to find an automated system that would be flexible enough to accommodate the complex hotel **compensation** practices. The new system had to be easy for supervisors to use because many **employees** had no experience with **computers**.

(Photograph Omitted)

Captioned as: The Nashville Crown Plaza, along with 26 hotels owned by Memphis...

24/3,K/8 (Item 8 from file: 15)
DIALOG(R) File 15:ABI/Inform(R)
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01128070 97-77464

Not for profit: Helping the helpers

Cohn, Michael

Accounting Technology v11n11 PP: 24-44 Dec 1995

ISSN: 0883-1866 JRNL CODE: CIA

WORD COUNT: 6847

...TEXT: 17 pay or piece rates per employee, per pay period. There's also a new **workers compensation** report, and an optional interface is available to direct deposit **software**.

In addition, you can download all your fundraising data to a Microsoft Access database, and...

24/3,K/9 (Item 9 from file: 15)
DIALOG(R) File 15:ABI/Inform(R)
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01112701 97-62095

Netting new business with payroll deduction

Pike, Asa O

American Agent & Broker v67n10 PP: 20-21+ Oct 1995

ISSN: 0002-7200 JRNL CODE: AGB

WORD COUNT: 2077

...TEXT: home pay is reduced, their stress associated with paying an insurance bill is eliminated.

Employers **benefit** because payroll deduction programs cost them nothing, other than the few minutes their payroll personnel spend each **pay period** coordinating deductions with our agency. And since insureds love the **program**, payroll deduction helps employers develop more loyal **employees** and enables them to retain and attract quality **workers**.

Payroll deduction has reduced our carriers' expenses associated with handling our personal-lines business. We...

24/3,K/10 (Item 10 from file: 15)

X DIALOG(R) File 15:ABI/Inform(R)
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X 01044099 96-93492

X **Employers use incentives to draw employees into wellness program participation**

Anonymous

Employee Benefit Plan Review v49n12 PP: 52-54 Jun 1995

ISSN: 0013-6808 JRNL CODE: EBP

WORD COUNT: 564

...TEXT: and risk factors targeted by the hospital's health promotion team improved.

Beginning in 1991, **employees** who participated in the hospital's wellness **program** were eligible to receive "wellness choice dollars" that could be used to purchase **benefits**. For **employees** who received health coverage elsewhere, this amount could be added to their paychecks. To qualify for wellness choice dollars, **employees** must volunteer to take the free health risk appraisal offered every July and August; they then earn \$1.40 per **pay period** (\$2.80 per month). Additional wellness choice dollars are earned by rating good-to-excellent...

... the risk appraisal each year, by participating in the hospital's Quest For Health fitness **incentive program** for three quarters, and by attending six wellness education classes.

Based on health risk appraisal...

24/3,K/10 (Item 10 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01044099 96-93492

Employers use incentives to draw employees into wellness program participation

Anonymous

Employee Benefit Plan Review v49n12 PP: 52-54 Jun 1995

ISSN: 0013-6808 JRNL CODE: EBP

WORD COUNT: 564

...TEXT: and risk factors targeted by the hospital's health promotion team improved.

Beginning in 1991, **employees** who participated in the hospital's wellness **program** were eligible to receive "wellness choice dollars" that could be used to purchase **benefits**. For **employees** who received health coverage elsewhere, this amount could be added to their paychecks. To qualify for wellness choice dollars, **employees** must volunteer to take the free health risk appraisal offered every July and August; they then earn \$1.40 per **pay period** (\$2.80 per month). Additional wellness choice dollars are earned by rating good-to-excellent...

... the risk appraisal each year, by participating in the hospital's Quest For Health fitness **incentive program** for three quarters, and by attending six wellness education classes.

Based on health risk appraisal...

?

24/3,K/11 (Item 11 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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00919729 95-69121

Hospital settlements

Cimini, Michael H; Muhl, Charles J

Monthly Labor Review v117n9 PP: 64 Sep 1994

ISSN: 0098-1818 JRNL CODE: MLR

WORD COUNT: 497

...TEXT: changes are made in health care. Besides eliminating the current indemnity plan, settlement terms require **employees** to elect coverage under one of two existing managed health plans, with the hospital paying...

... full-timers and 55 percent for regular part-timers working at least 30 hours a **pay period**. (Previously, the hospital paid the premiums for single coverage for all **employees**.) Other revisions in economic terms include a reduction in the early retirement penalty to 3 percent (was 6 percent) for each year an **employee** retires before reaching age 65; an employer contribution to **employees**' 403(b) tax-deferred annuity plans of 5 cents an hour worked; a change in life insurance **benefits**, from \$6,000 for regular part-timers and \$12,000 for full-timers to the amount of an **employee**'s annual salary; time-and-one-half pay for working on eight specified holidays (formerly...

... 000 increase (to \$40,000) in the hospital's annual contribution to the tuition assistance **program**.

The parties pledge to work together to address issues of mutual concern. They are obligated...

24/3,K/12 (Item 12 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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00806937 94-56329

EDI for human resources saves money and time

Moynihan, James J; Kibat, Gerry

Healthcare Financial Management v48n1 PP: 72-77 Jan 1994

ISSN: 0735-0732 JRNL CODE: HFM

WORD COUNT: 2329

...TEXT: change in deductible levels, the addition of a new dependent, or any other change in **benefit** selection requires a change in the records of both the payroll **program** and the relevant **benefit** administrator. The relationship between the payroll process and the **benefits** process continues after any change in selected **benefits**. **Benefits** selected determine how much money is deducted from wages and all related billing to the employer by **benefit** administrators on an ongoing basis. Exhibit 1 illustrates the link between the payroll and **benefits** process. (Exhibit 1 omitted.)

AUTOMATED DATA ACQUISITION FOR ENROLLMENT

The enrollment transaction is crucial to...are automated through direct deposits into employee bank accounts. Deduction information is calculated for every **pay period** but, unlike wages, related monetary transfers may take place on a less frequent basis. Funds are transferred to **benefit** administrators as premiums or retirement contributions. Premiums are paid for life insurance, **worker**'s **compensation**, disability, and accidental death and dismemberment. Retirement contributions are made as 401k investments. Saving plans...

24/3,K/13 (Item 13 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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00763753 94-13145

Getting back on track

Brown, Carolyn M

Black Enterprise v24n3 PP: 46-50+ Oct 1993

ISSN: 0006-4165 JRNL CODE: BEN

WORD COUNT: 2451

...TEXT: short. Calvin has a total of \$225 deducted from each paycheck: he contributes \$75 each **pay period** to his deferred **compensation program** at work, while another \$75 gets deposited into his 4% **employee** credit union account. The other \$75 goes toward paying off a \$5,000 home improvement...

24/3,K/14 (Item 14 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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00628758 92-43698

Getting Through the Global Payroll Maze

Crandall, L. P.

Personnel Journal v71n8 PP: 76-77 Aug 1992

ISSN: 0031-5745 JRNL CODE: PEJ

WORD COUNT: 1698

ABSTRACT: International payrolls are regularly subject to allowance changes. Many international **employees** feel they never know from one **pay period** to the next how much they will receive, let alone why changes have been made...

... international payroll rather than just make the changes. Using either mainframe or PC capabilities, a **computer program** can be created to collect the base data and calculate the current **pay period** and

year-to-date total adjusted gross **compensation** (TAGC) for each international **employee** . Another way to solve international payroll problems is to hire a service to do it...

... of pay periods. Another option is the miscellaneous international allowance, whereby the company gives the **employee** a summary of the allowances and advises that they are responsible for the budgeting and...

...TEXT: the computer program that's necessary to collect the base data and calculate the current **pay period** and year-to-date total adjusted gross **compensation** for each of your international **employees** . The result of these calculations (i.e.. a TAGC report), is a total that represents...

... paycheck stub that the payroll department has been looking for, and provides the itemization of **compensation** that the international **employees** have been requesting. This same report of TAGC can be programmed to include a summary...the option of designing your own program, the documentation received from the service company each **pay period** is the basis for the actual payroll payment (the TAGC) and is the only line item reported in the pay field. The same documentation is included in the **employee** 's pay envelope, and provides the itemization of current and year-to-date **compensation** .

Additionally, this option should include additional reports for employees that explain why and how allowances...

24/3,K/15 (Item 15 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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00439844 89-11631

Computers Put New Punch in Time Clocks

Krahe, Peter

Personnel Journal v68n2 PP: 46-53 Feb 1989

ISSN: 0031-5745 JRNL CODE: PEJ

ABSTRACT: Manual time clocks are being replaced by **computerized** time clocks that use simple **software** and personal **computers** (PC). Because these systems are programmed in advance, simple coding or machine-readable identification cards can trigger a wealth of information. **Computerized** time recorders provide savings in the time required to generate payroll data; they also reduce the chance of error. Before a **computerized** time recorder can be justified, a company needs to start with an internal needs analysis. A big advantage of a **computerized** time-recording system is that it helps manage arrivals, departures, and labor distribution with online, on-site screens at the time-recorder site or supervisor's office.

Employees can review previous entries during a **pay period** through an inquiry screen or printout, and managers have quick access to reports on a daily, **pay - period** , or long-term basis. Companies with a few dozen **employees** benefit from **computerized** payroll systems, either installed on an internal PC or handled by a service bureau.

24/3,K/16 (Item 16 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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00394976 88-11809

Effective Flex Implementation: System Evaluation and Requirements

Grass, Thomas J.

Topics in Total Compensation v2n1 PP: 27-35 Fall 1987

ISSN: 0888-6032 JRNL CODE: TTC

ABSTRACT: Flexible **benefits** plans have become a viable approach for reaching a number of organizational goals and objectives. Flexible **benefits** programs can be divided into major task areas, including: 1. plan design, 2. communications, 3. project management, and 4. systems and

administration. The administrative side of flexible **benefits** projects seems to generate a great deal of concern. Enrollment administration is the function of providing **employees** with election information and of receiving, recording, and editing the elections returned. Ongoing administration is the function of administering **benefits** on a daily, **pay - period -to-pay -period** basis. Although similar in many ways to the function in a traditional plan, key differences are that **employees** receive a new type of pay and that the prices for **benefits** elected are deducted before withholding taxes are **computed**. **Benefits** delivery administration is the function of actually providing **employees** with the **benefits**.

* 24/3,K/17 (Item 17 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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00271295 85-11728

Timekeeper Is Time and Money Saver

Anonymous

Modern Office Technology v30n3 PP: 126-130 Mar 1985

ISSN: 0026-8208 JRNL CODE: MOP

ABSTRACT: When Better-Bilt Aluminum (Smyrna, Tennessee) decided to convert to electronic timekeeping for its **employees**, it sought a system that would collect time daily, but also offer online communications with...

... supervisors get information directly from the time terminal or through data communications with a personal **computer**. The Timekeeper 70 from Kronos was selected. The system prints, punches, and totals on a traditional-looking time card, making the transition easier for **employees**. It stores information from the current **pay period** and can store information from the previous period for up to 96 hours into the...

... by the system include: 1. efficiency hours, 2. category hours, and 3. exception time reports. **Employees** get a separate monthly **incentive** check when production efficiency rates exceed an established base. The system can separate regular hours from premium and **incentive** hours for each **pay period**.

24/3,K/18 (Item 18 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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00213921 83-25482

Put a Program on the Payroll

Coudal, Edgar F.

Business Computer Systems v2n3 PP: 100-105 Mar 1983

ISSN: 0745-0745 JRNL CODE: BCS

ABSTRACT: A payroll **software** package must be able to handle all kinds of pay, from straight salaries and hourly...

... one that can be fully integrated with other accounting functions. When shopping for a payroll **program** the buyer must ask: 1. How does the **program** print W-2 forms? 2. How does it treat reimbursable expenses as part of the paycheck? 3. How does it handle a new salaried **employee** starting in the middle of a **pay period**? 4. How does the **software** round off decimals? **Benefits** of a payroll package include: 1. reduced costs, and 2. less time spent on a...

24/3,K/19 (Item 19 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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00094554 79-09555

Calculating Sick Leave and Vacation with an Hourly Accrual System

Towle, Patrick M.

Personnel Journal v58n5 PP: 303-305 May 1979

ISSN: 0031-5745 JRNL CODE: PEJ

ABSTRACT: Industries with large numbers of part-time **employees**, such as hospitals, are often plagued by over- and under-accrual of sick-leave and vacation **benefits**. By switching from a monthly to an hourly accrual system, the sick-leave abuse can be stopped, and personnel will save both time and effort. Sick-leave and vacation **benefits** are automatically accrued, based on the certain rate per hour paid, rather than on the calendar as under the traditional system. All types of paid time are added for every **pay period** and are compared with the full-time equivalent of 40 hours. Implementation of such a **program** requires careful communication of the policy to avoid any misconception that any earned **benefit** is being taken away from **employees**. The **program** is also fairer to **employees**, and it eliminates the problem of adjustment of **benefits** when a status change is sent to personnel late. It can solve any problems of the monthly accrual system where sick-leave abusers earned the same **benefit** as good **employees**.

24/3,K/20 (Item 1 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB

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10488104 SUPPLIER NUMBER: 21168928 (USE FORMAT 7 OR 9 FOR FULL TEXT)

EAPs Can Bolster Employers' Bottom Line.(employee assistance programs)

Mendez, Lillian; Barlow, Steve

National Underwriter Life & Health-Financial Services Edition, v102, n38, pS9(1)

Sept 21, 1998

ISSN: 0893-8202

LANGUAGE: English

RECORD TYPE: Fulltext

WORD COUNT: 954

LINE COUNT: 00078

TEXT:

...the past year the World Wide Web has become a solid, practical tool for administering **employee benefits**, allowing insurers to give better, faster and more cost-effective service to planholders and **employees**. The Internet is perfect for **employee benefits**, which are paperwork-and data-intensive. It can be used to both provide information 24...

...to process transactions on the Web than on paper or the telephone. Internet use for **employee benefits** falls into two areas: serving **employees** and serving planholders. Keeping **employees** informed about their **benefits** and encouraging them to sign up are continuing challenges for employers and insurers. Communication is particularly critical in voluntary **benefits**, where the **employee** is picking up the tab. Boosting enrollment takes a disciplined, coordinated approach, and the Internet should be part of the mix. The first thing **employees** want to know about optional **benefits** is the cost. They can find out anytime with online **benefit** cost calculators. They simply log onto the insurer's **benefits** Web site and fill in the required information to find out what dental, vision care, disability, life or other optional **benefits** will cost them per **pay period**. They can then price different scenarios to help them select an affordable combination of **benefits** that meets their needs. Let's say the **employee** decides to sign up for optional dental, disability and life insurance. The **employee** can print out an enrollment form, sign it and take it to their employer. (The...

...the need for a signature.) The form, which is customized for each employer, includes the **employee**'s name, address, Social Security number, **pay period** and **benefits** selected, and so on. All this information is captured electronically, and passwords prevent tampering. Verifying...

...of elected coverages, payroll deductions and the total cost. Online

enrollment brings many advantages to **employees**, employers and insurers. One is that it frees everyone from the clock. An insomniac **employee** can log onto the Web site at 3 a.m., get accurate, up-to-date information about **benefits** and costs, and sign up without having to take time out of the workday. Accuracy...

...can be made when keying in information. With the growing popularity of PPOs and HMOs, **employees** need to know whether a doctor, dentist or hospital is part of the network. Online provider directories efficiently provide this information. Besides permitting online enrollment, some employers may allow their **workers** to submit changes online, such as a change of address or adding a spouse or...

...customized according to the group's specific plan design. Interactivity can be added by letting **employees** post questions. Putting plan **benefits** descriptions online will save costs and add convenience. It's less expensive to distribute and...

...not always in their desk or file cabinet. Serving planholders is a labor-intensive task. **Employees** are always leaving or joining, changing addresses, beneficiaries and so on, and this information has...

...insurer. Some big employers have dealt with this issue by having the insurer install its **computer** system in their offices. Administrators can then enter changes directly in the insurer's system...

...insurer's Web site, the plan administrator can enter the proper password, find its current **benefits** bill, review it and make any needed changes, like deleting or adding **employees** or changing addresses. This information is then electronically conveyed to the insurer's mainframe system...

...through the mail. The plan holder won't have to pay a premium for an **employee** who has left and wait for the bill to be adjusted. It's also much ...

...be able to pay their bills through the Internet. Although the Internet is a practical **benefits** -administration tool today, it's in its infancy for mass usage. But use is snowballing...

24/3,K/21 (Item 2 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
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09022151 SUPPLIER NUMBER: 18710333 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Labor agreement between FCC and union would give employees alternative schedules. (Federal Communications Commission, National Treasury Employees Union) (Comm Daily Notebook)

Communications Daily, v16, n188, p9(1)
Sep 26, 1996

ISSN: 0277-0679 LANGUAGE: English RECORD TYPE: Fulltext
WORD COUNT: 342 LINE COUNT: 00031

... CD July 31 p2). Union officials outlined what they considered contract victories at meeting with **employees** Wed.: (1) Alternative work schedule would allow **employees** to work eight 9-hour days and one 8-hour day per 2-week **pay period**, with one day off, subject to management approval. (2) One-year test of telecommuting **program** would involve 30 persons and, if successful, would be followed by negotiations to extend **program**. (3) Attorneys and nonpreference **employees** could arbitrate grievances. (4) **Employees** could carry over 24 hours of credit, or "compensatory time," from pay periods, up from 16. (5) FCC committee would look at **employee award program** and separate committee would examine health and safety issues. Marshall and Chapter 209 Pres. Allen...
...abolishing career ladder promotions. They said union had to give up several demands: (1) Allowing **employees** to swap jobs. (2) Changing reassignment procedures. (3) Shortening probationary periods. Arbitrators

are expected to...

24/3,K/22 (Item 3 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
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08607842 SUPPLIER NUMBER: 18118425 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Electronic administration of personnel records, benefit plans, and direct payroll deposit. (Evolution of the Paperless Office: Legal Issues Arising Out of Technology in the Workplace, part 2)
Seifman, Donald H.; Trepanier, Craig W.
Employee Relations Law Journal, 21, n4, 61-90
Spring, 1996
ISSN: 0098-8898 LANGUAGE: English RECORD TYPE: Fulltext; Abstract
WORD COUNT: 12506 LINE COUNT: 01041

... account. Thus, instead of issuing payroll checks to its employees at the close of every **pay period**, employers electronically deposit an **employee**'s salary into the **employee**'s designated banking account on a recurring basis.

Direct deposit of payroll eliminates much of...

24/3,K/23 (Item 4 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
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X06477571 SUPPLIER NUMBER: 13884922 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Stoking the flames of motivation. (motivating bakery business employees) (Notes & Comment) (Editorial)
Reynolds, Patrick
Bakery Production and Marketing, v28, n1, p13(1)
Jan 24, 1993
DOCUMENT TYPE: Editorial ISSN: 0005-4127 LANGUAGE: ENGLISH
RECORD TYPE: FULLTEXT; ABSTRACT
WORD COUNT: 501 LINE COUNT: 00038

...ABSTRACT: initiated an incentive program that rewards employees who are punctual for each day of the **pay period**. Owners and managers have also found **employee** empowerment and teamwork powerful motivational tools.
... people."

To their credit, Graul and his fellow managers at Petrofsky's have devised an **incentive program** that pays **employees** a bonus if they report to work on time every day of the **pay period**. Now in its third year, the **program** "has shown some good results," says Graul.

But it's clear that he'd like...

24/3,K/24 (Item 5 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
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06439876 SUPPLIER NUMBER: 13700653 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Facing deadline, businesses are shifting more costs to retirees.
Mandelker, Jeannie
Business & Health, v11, n3, p18(6)
March, 1993
ISSN: 0739-9413 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT
WORD COUNT: 2818 LINE COUNT: 00218

... retirees and 68,000 active employees.

Length of service also is a factor in retirement **benefits** at Data General Corp., Westthoro, Mass. The **computer** maker, which had sales of \$1.1 billion in fiscal 1992, enacted its **program** in 1986 when it set a formula based on length of service, says Mike Murphy, manager of **employee benefits** and programs. "You have to be here at least 10 years to get any

money...

...get the maximum amount at 20 years, three-quarters at 15, and half at 10." **Benefits** are funded every **pay period** into a VEBA. The maximum tax **benefits** are gained from the VEBA if **employees** are covered by collective bargaining. But if **employees** aren't unionized, as is the case at Data General, earnings can grow tax-free...

24/3,K/25 (Item 6 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
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05879534 SUPPLIER NUMBER: 12257342 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Workers' comp: how two fought back. (workers' compensation) (Anaheim Hilton and Towers) (Tash Inc.) (Industry Overview)
Fine, Howard
Orange County Business Journal, v15, n20, p1(2)
May 18, 1992
DOCUMENT TYPE: Industry Overview ISSN: 1051-7480 LANGUAGE:
ENGLISH RECORD TYPE: FULLTEXT
WORD COUNT: 1526 LINE COUNT: 00117

... to a private carrier.

Tash executives called a meeting of all their Rancho Cucamonga warehouse **employees** in April 1991 and told them if the **workers' comp** situation continued to spiral out of control, it could threaten the company's financial viability -- and their jobs. At the same meeting, Tash introduced a safety **incentive program** at the warehouse. Under the **program, employees** who make it through a two-week **pay period** without an accident receive a bingo card and a 1-in-4 chance of winning...

24/3,K/26 (Item 7 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
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02173274 SUPPLIER NUMBER: 03415813 (USE FORMAT 7 OR 9 FOR FULL TEXT)
A growing burden for the food industry. (health care costs)
O'Neill, Robert
Progressive Grocer, v63, p20(8)
Sept, 1984
ISSN: 0033-0787 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT
WORD COUNT: 3259 LINE COUNT: 00255

... group meetings.

2 Add a new line the payroll stub. The costs of health care **benefits** to the company are largely unknown and little appreciated by the average **employee**. Have payroll **software** amended so that the company's contribution to the health care shows alongside each **employee's** individual contribution for the **pay period**. If this is impractical, at least add the information to the **employee's** periodic review form.

3 Help employees shop smarter at the drugstore. Teach them to...

24/3,K/27 (Item 1 from file: 160)
DIALOG(R)File 160:Gale Group PROMT(R)
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01578952
DATAMATICS INTRODUCES MANPOWER SCHEDULING OPTION FOR TC-1 PC TIME CLOCK SOFTWARE SYSTEM.
NEWS RELEASE January 30, 1987 p. 11

Datamatics has introduced a manpower scheduling option for its TC-1 labor management **software** package. TC-1 turns a PC into a powerful time and attendance system, including functions...

...timeclock, fostering better utilization of staff. Manpower scheduling is easy-to-use, spread sheet-type **software** that provides sched'ling to fill required coverages, reduce overstaffing, reduce assignments that cause overtime...

... of "least cost" staff, and assign staff by "priority." Access to information in the personnel **data base** may be by name, job category, individual schedules, cost per **employee**, preferred work schedules, etc. Datamatics' manpower scheduling feature can be applied to many types of...

... hospitals, and local government agencies such as police, fire departments and transportation services. TC-1 **software**, for which manpower scheduling is a new option, replaces traditional time card systems, and costs 50% to 90% less than special electronic time-clocks and expensive **computer** systems. It prepares payroll data, time and attendance reports and actual labor time for each **employee** by department, task, job or machine, eliminating manual methods. TC-1 management output reveals shift detail, payroll hours calculations, order/project cost summary, **employee** attendance, scheduled/absentee/ **benefit**, job/machine utilization, order/customer cost, departmental task summary, **pay period** summary, shift schedule parameters, vacation and holiday planning, and sick time accounting. ...

24/3,K/28 (Item 1 from file: 275)

DIALOG(R)File 275:Gale Group Computer DB(TM)

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01154000 SUPPLIER NUMBER: 00645643 (USE FORMAT 7 OR 9 FOR FULL TEXT)

4-in-1 Accounting: The Basics from Real-World.

White, T.W.; Dauphinais, G.W.

PC Magazine, v4, n20, p167-168 .

Oct. 1, 1985

DOCUMENT TYPE: evaluation ISSN: 0888-8507 LANGUAGE: ENGLISH

RECORD TYPE: FULLTEXT; ABSTRACT

WORD COUNT: 2826 LINE COUNT: 00218

... mentioned earlier, the 4-in-1 payroll module does not actually perform the basic payroll **computations**, such as the calculation of gross pay, tax withholdings, FICA, and so forth. You must...

...payroll totals by employee. In addition, using the payand deduction fogures that you enter each **pay period**, 4-in-1 will print payroll checks and update your **employee** payroll history file. The system automatically accumulates the quarterly and year-to-date figures needed...

...federally and state-mandated payroll reports. It will print your payroll register, payroll checks, an **employee** history report, quarterly payroll report, a non-**employee compensation** report, and W-2 forms.

One significant limitation of the payroll module is that it...